

PROCEEDINGS

27th Convention International Brotherhood of Teamsters



TEAMSTERS
MOVING **FORWARD** TOGETHER

THIRD DAY
Wednesday, June 28, 2006

Paris, Las Vegas
Las Vegas, Nevada



THIRD DAY
WEDNESDAY MORNING SESSION
June 28, 2006

The Convention was called to order at 9:05 a.m., General President Hoffa presiding.

...A video presentation of greetings was shown to the delegation.

THE ANNOUNCER: Ladies and gentlemen, please welcome General Secretary-Treasurer C. Thomas Keegel and Teamsters General President James P. Hoffa.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Good morning: How are you doing? Good to see you.

Jeez, I heard that 17 people didn't vote. Will those people raise their hand that didn't vote?

(Laughter)

Please stand while Debbie Dowhan from Teamsters Local 979 in Winnipeg, Manitoba Province, sings the U.S. and Canadian national anthem. Debbie, thank you.

...Debbie Dowhan of Local 979 sang the national anthems of the United States and Canada.

(Applause)

GENERAL PRESIDENT HOFFA: And now something that we promised to do for our great friends in our dynamic local in Puerto Rico, we will hear the Puerto Rican national anthem.

...Carlos David Perez sang the national anthem of Puerto Rico.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. This morning we are joined by Chuck Anderson of the BLET Division of the Teamsters Rail Conference. Chuck is the BLET's network administrator and an active member of the Division 362 in La Grande, Oregon. Chuck.

INVOCATION
CHUCK ANDERSON
BLET Division 362

Good morning, brothers and sisters. Sometimes we ignore the power and influence that

THIRD DAY—MORNING SESSION

prayer can have in our lives. But here is a true story from my son, Darrell, who is a staff sergeant in the First Radio Battalion, United States Marine Corps, currently on assignment in Iraq.

(Applause)

A few weeks ago he took his men out on an operation near the town of Fallujah. Before the patrol started, he asked his men if they wanted to pray. Everyone said, "Sure, why not." So he led his men in prayer.

About an hour into their patrol, a fireball erupted next to their vehicle. All four doors were blown open and the vehicle went airborne. But by the grace of God, everyone was okay.

When they got back to base, Darrell told his men that they should pray again and thank the Lord. Of course, they were all enthusiastic about that. Please join me in prayer.

Our Heavenly Father, we acknowledge Your greatness, Your holiness, Your power. You are an awesome God, one who cannot be trifled with and one who holds us accountable for our actions. But You also love Your people with a great and undying love; and on that basis, we humbly make our petitions to You.

We first ask You to forgive us for those times when we failed to meet Your expectations of us, for those times when we have hurt our brothers and sisters, when we have not done our best, not gone the extra mile, when we've been impatient, uncaring, thoughtless or selfish. We are imperfect people and we need Your grace and favor in our lives.

O, Lord, we ask that You help us today in the work we have to do. Give us wisdom to make the critically important decisions before us. We pray for our officers at the helm of this fine union as they daily shoulder the enormously heavy responsibility of watching over our welfare and leading the charge for economic and workplace justice.

And last, we ask that You equip and enable us

so that when we leave this 27th Convention we will be better officers, better staff persons, better rank and file, more effective in serving the needs of our members. Give us strength to work tirelessly on their behalf so that they will better understand the greatness of this organization and help us to be more formidable against our adversaries who have no care whatsoever for the welfare of those who work for a living.

This is a great cause, O, Lord, and one that we cannot accomplish without Your blessing. For these things, O, God, we humbly thank You and give You praise. In Jesus name, Amen.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. You may be seated.

The Teamsters Union is all about securing our future and our family's future. Our battles for dignity and respect on the job are rooted in the promise of America, written in the Declaration of Independence and the Bill of Rights. Just as we fight for the future of Teamsters, we fight for the future and security of our great nation. We draw strength living in a secure nation and prospering because of it.

As our nation draws strength from all of us and prospers as well, the thousands of Teamsters who have served and continue to serve our nation in Iraq, Afghanistan and elsewhere, we salute those people.

This morning we have to pay tribute to a Teamster soldier. Without them, everything we have gained would be nothing.

Please join me in welcoming Paul Engel, Jr., organizer from Teamsters Local 294 in Albany, New York. Paul has served as a Blackhawk helicopter pilot in Iraq. The helicopter he flew there did the job because the Teamsters who made it are here also.

Let's hear it for Paul Engel, Jr. Come on up, Paul.

(Applause)

BROTHER PAUL ENGEL, JR.
Local 294, Albany, NY

Thank you, President Hoffa, for this opportunity. It is an honor and a privilege to be able to speak to you today about our Teamster brothers and sisters serving overseas in Iraq and Afghanistan. My name is Paul Engel, I'm the organizer for Local 294 in Albany, New York. I've been a member of that local for almost 13 years. I've worked in a variety of different jobs, but most notably, UPS and in construction.

I've also been a member of the New York Army National Guard for ten years. In May of 2004 I was activated to participate in Operation Iraqi Freedom 3 as a Blackhawk helicopter pilot, which, by the way, is manufactured by the dedicated Teamsters of Rocco Calo's Local 1150, who work for Sikorsky in Stratford, Connecticut.

(Applause)

Their hard work in assisting us to complete our missions are bringing soldiers home safe.

I was also the headquarters' company commander for the 42nd Aviation Brigade and had the privilege to lead over 100 soldiers in combat. This was the toughest job I've ever had in my life. There were hours of boredom from time to time, followed by sheer terror and excitement. Now I think about it, it was kind of like working at UPS.

(Laughter)

But believe it or not, we got used to the random rocket and mortar attacks. Those sounds just became part of the job, just like a reverse alarm or somebody slamming a truck door anywhere else in the world. And if you told me that before I left, I would have thought you were crazy.

I was blessed to serve with some great people while deployed, most notably Teamsters like fellow Blackhawk pilot Chief Warrant Officer Rene Dublea, a NetJets pilot member of Local 1149; Major Mark Blessinger, retired Teamster

with 33 years of service who worked for UPS out of Chicago; and First Lieutenant Bill Weisman, an Apache attack helicopter pilot who was also a UPS package car driver out of Dallas, Texas; and Major Carlos Bonitas out of Buffalo, New York, a UPS driver.

I saw a man shot in the chest by a sniper outside of Bagdad once. After he was hit, he immediately jumped back to his feet and continued the mission. He even wound up tending to the wounds of the guy who shot him and saved his life. The reason I know this is because I saw it on video, because when they found the sniper lying on the ground in a bloody mess, he had a video camera with him, and later on some friends of mine showed it to me. That medic is alive today because he was wearing his Sappy Plates in his vest when he was shot. The plate is made by Teamsters of John Ryan's Local 326 who are employed at M Cubed. They have the contract to manufacture those plates.

(Applause)

Those men and women at M Cubed are saving lives on a daily basis in Iraq, believe me.

But the best part was knowing that our jobs, our seniority and our pensions were going to be there when we got home. Sure, there's federal laws that protect workers when they deploy with the military but nothing like a Teamster contract. I was asked to speak today and make the correlation between being a military officer and a Teamster. To be quite frank, I really didn't think that there was one. I knew how to treat my soldiers because, heck, I'd been there, I knew from being a shop steward and dealing with some nasty employers how not to treat my people. For all intents and purposes, the commander is a company guy, I was the bad guy. But then I got to thinking about leadership.

The Army can send you to as many leadership schools as they feel like and, believe me, there's tons of them. But I always said that a leader needs to be good follower before they can

they can be a good leader.

As a Teamster, I've been following great leaders for over a decade, people who did the right thing for their people and without personal gain, people like President Hoffa and my principal officer in Local 294, John Bulgaro. Those men led by example. They set the standard for those who will come after them. I have had the privilege to follow someone for almost 40 years, and he has always led by example: My father, business agent, Teamsters Local 294.

(Applause)

Thank you, sir, for raising me and mentoring me to be a better leader, because my soldiers really appreciated it.

In closing, let us keep in mind that not only your Teamster brothers and sisters who are over there serving in harm's way deserve our thoughts and prayers, but everybody deserves our thoughts and prayers.

So I want to thank you all, and God bless America.

(Standing ovation)

(Shouts of "U.S.A.!" from the delegation.)

GENERAL PRESIDENT HOFFA: Thank you very much, Paul. We are forever indebted to you and all of our servicemen and women who serve our great nation.

NOMINATION OF OFFICERS (Resumed)

GENERAL PRESIDENT HOFFA: Our next order of business is the nomination of At-large International Vice Presidents. I call on the Election Officer Richard Mark to come up here to present the nominations.

AT-LARGE VICE PRESIDENTS

ELECTION SUPERVISOR MARK: Delegates, good morning. The business of the convention is now the floor nomination of candidates for Vice President At-large of the International Brotherhood of Teamsters. We will follow the same basic procedures that we fol-

lowed yesterday, which means that first, the IBT Constitution says that only delegates elected and accredited by the Election Supervisor may be on the floor in the business part of the convention during the floor nominations, and I ask that all others, guests and so on, and other non-elected delegates, please remove themselves from that part of the floor.

If there are any candidates who are not elected delegates who wish to be escorted to microphone No. 2 for acceptance, please meet the Election Supervisor representative at the forward door near the flag for Joint Council 9—that says Vendome on the outside. We'll give a few minutes for that to take place.

Two other pieces of business and notice before we begin with the nominations when I will review the rules. First, for everyone's information, I will announce at the session on Friday morning those officers who have been elected as a result of the proceedings at this convention, that is, those offices for which the number of nominations is the same as the number of open positions. The official announcement of that result will be made from the podium on Friday morning.

Second — and I would ask in particular that those who are nominated candidates and the people affiliated with their campaigns and slates pay particular attention to this. There is a requirement in the IBT Constitution which says in Article IV, Section 2(d), that individuals who are nominated for the ballot by the secret ballot nomination process must actually accept the result of that process.

There is a form that is available at the Election Supervisor's office for all candidates nominated for the ballot who receive more than the 5-percent threshold to fill out and to return to the Election Supervisor's office accepting the nomination.

So I would ask that all candidates who are so-nominated, please go to the Election Supervisor's office, get that form, and fill it out.

THIRD DAY—MORNING SESSION

We will follow the same procedures for nominations for At-large Vice Presidents as we did yesterday. First, we will proceed with the nomination of announced candidates. The order by slate for those announced candidates was determined as a lottery conducted on Sunday evening at the Election office.

As with yesterday, nominations will be made from microphone No. 1, and that will be a two-minute speech. Acceptance — I'm sorry.

Seconds will be made from microphone No. 3; that is a one-minute speech maximum. You will be timed for those.

Acceptances will be made from microphone No. 2. That should be an acceptance statement, again, not a policy or campaign speech. We ask that there be no candidate support demonstrations during this process.

Nominated candidates, as I said, can accept in person at mike 2. If I have a written acceptance and there is no individual to accept in person at mike 2, I will state from the podium that I have the written acceptance.

If the people who participated in the lot drawing are lined up, and then if there are any others who wish to be nominated from the floor after the announced candidates, I will call for those nominations after the announced candidates are completed and we will proceed in the same way.

Nominations are now in order, and I call on microphone No. 1. Do we have a nomination for At-Large Vice President?

DELEGATE JOSEPH MOLINERO, IBT Local 211, Pittsburgh, PA: You do. Thank you, sir. I am the President of Teamsters Local 211 in Pittsburgh. I am also the Director of the Newspaper, Magazine and Electronic Media Conference of the International Brotherhood of Teamsters. I am a 40-year Teamster and a proud delegate of the Hoffa-Keegel Slate.

It is with great pleasure that I nominate Brother George Tedeschi for Vice President At-Large on the Hoffa Slate. It was just a little over

five years ago that I first met then President Tedeschi of the GCIU. We knew then what we know now, that they were a perfect fit for the Teamsters.

They were looking for a merger partner and it was through President Tedeschi's hard work and determination that in December of 2004, the members of the Graphic Communications International Union voted to merge with the Teamsters. We immediately grew by 65,000 members, and we have Mr. Tedeschi — we appreciate what he did and we have him to thank for that.

I think it is only fitting that Mr. Tedeschi, Brother Tedeschi, be given the opportunity to be elected by the members as a Vice President At-Large on the Hoffa-Keegel Slate. Thank you, sir.

(Standing ovation)

ELECTION SUPERVISOR MARK: Do we have a second for Mr. Tedeschi at mike 3?

DELEGATE JOHN LaSPINA, GCC Local 406-C, Melville, NY: Mr. Chairman, I'm Secretary-Treasurer, Local 406, Graphic Communications Conference, home local of President George Tedeschi.

George Tedeschi has proven to be a person who can be counted upon to represent the best interests of those he is charged to protect from greedy and unscrupulous employers. The Hoffa 2006 Slate will be well-served having George Tedeschi on board.

I rise with deep, profound pleasure and pride to second the nomination of George Tedeschi to the office of Eastern Region Vice President At-Large within this great international organization. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Mike 3 — mike 2. I'm sorry, Mr. Tedeschi.

GCC PRESIDENT TEDESCHI: Good morning, brothers and sisters. I am George Tedeschi, President of the Graphic Communications

THIRD DAY—MORNING SESSION

Conference. It is an honor and a privilege to be nominated for At-Large Vice President of this great International Union.

I hereby accept this nomination on the Hoffa-Keegel Slate. Thank you very much.

(Standing ovation)

ELECTION SUPERVISOR MARK:
Microphone No. 1. Do we have a nomination?

DELEGATE AL MIXON, IBT Local 507, Cleveland, OH: Thank you, Mr. Election Officer. Good morning, brothers and sisters. I'm Secretary-Treasurer of Local 507 out of Cleveland, Ohio, a proud Hoffa-Keegel supporter.

The Teamsters Union is the greatest union on the face of the Earth. The man that I have come to recognize and have the honor and utmost respect of supporting is Randy Cammack.

(Applause)

Randy is one of the spokes on that wheel that I speak about that make this great union go around and service at the level that it does. Brother Cammack began his Teamster career in 1967 as a UPS driver. He's the Secretary-Treasurer of Local 63, which is one of the largest locals there is in the International. Randy has also been a Business Agent in the office for more than 26 years with dedication, integrity and commitment at that level.

He also serves as Secretary-Treasurer, Joint Council No. 42. He's also on the trust of the Western Conference Teamsters Pension Trust and the Western Teamsters Health & Welfare Trust.

Randy Cammack embraces the membership. He knows that the leadership is only as strong as the membership and that you cannot separate one from the other.

Randy also serves as a national negotiator on the National Freight and UPS as well as chairman on the grievance panels and the national contracts.

Randy also has it right for Teamsters diversity. He embraces and shows that to the business

agents, as a proud Teamster in his local became mayor out in Southern California. Local 63 through Randy's leadership also gave more products to the hurricane victims at the Gulf Coast.

Randy is also a 2006 honoree for the Teamsters National Black Caucus Clydesdale Award.

Brothers and sisters, it's my honor, a great privilege, a man that I respect — Brother Randy Cammack is a Teamsters' Teamster with a record of integrity, commitment and service who I am proud to call and place his name as the International Vice President At-Large. Thank you.

(Standing ovation)

ELECTION SUPERVISOR MARK:
Microphone No. 3. Do we have a second for Mr. Cammack?

DELEGATE BOB LENNOX, IBT Local 495, Pico Rivera, CA: Yes, Mr. Chairman. I'm the Secretary-Treasurer of Local 495 in Pico Rivera, Vice President of Joint Council 42 and Director of the Industrial Trades Division in the Western Region.

I am proud to second the nomination of one of the strongest Teamster leaders that I have had the privilege to work with closely and to know throughout my 30 years as a Teamster officer. Brother Cammack is a leader in the bakery, the dairy, the food, the freight and virtually every Teamster division.

Brother Cammack is a man that delivers the goods for this membership. This is a man of vision, integrity, honesty. This is a man that I am proud to call my friend.

It's with the utmost sincerity from my heart and from the membership and from our Joint Council 42 and every Teamster leader that has had the privilege to work with this great International Vice President, I place and second the nomination of Randy Cammack as Vice President At-Large.

THIRD DAY—MORNING SESSION

I would also like to say that yesterday we heard from Brother Lucio Reyes and he talked about the Diamond Walnut strike. Well, let me tell you —

ELECTION SUPERVISOR MARK: Your time is up. Thank you very much.

DELEGATE LENNOX: All right.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2. Mr. Cammack.

AT-LARGE VICE PRESIDENT CAMMACK: My name is Randy Cammack and a proud Hoffa delegate. Three of the most important events in my life have been to accept the nomination, not once but twice, and this is my third opportunity to accept the nomination for Vice President At-Large with the greatest administration that this Teamsters Union has ever seen, evidenced by what you saw yesterday and what you're going to see in the future with the Hoffa Slate.

This is the greatest union, and only you can keep it that way. And TDU can kiss my ass.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have a nomination for At-Large Vice President?

DELEGATE LUCIO REYES, IBT Local 601, Stockton, CA: I'm the principal officer of Local 601, Stockton, California. I'm proud to nominate my brother, my friend, mi amigo, Fred Gegare, as candidate for the International Vice President At-Large on the Hoffa-Keegel Slate.

(Applause)

As Fred has had 34 years of history in our union, he has been principal officer of Local 75 in Green Bay, Wisconsin. Since 1972, he is the President of IBT Joint Council 39. He is chairman of our International Dairy and Food Processing Division. He is the union trustee of the Central States Pension Fund. There's no more qualified person to run for this position.

I'd like to say that Fred was the inspiration

for the Basic Vegetable strike that lasted for two years in Salinas, California, Local 890. And he was the inspiration for the Diamond Walnut strikers, which lasted 14 years.

Fred, we love you. People that know you, you've got a big heart. God bless you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Gegare?

DELEGATE TONY CORNELIUS, IBT Local 75, Green Bay, WI: Yes, Mr. Chairman. I'm the President of Teamsters Local 75 in Green Bay, Wisconsin, and a Hoffa-Keegel delegate.

I am proud to second the nomination of my brother, Fred Gegare, as a candidate for Vice President At-Large. Fred and I started together in this union over 35 years ago as rank-and-file members at Pauly Cheese Company in Green Bay, Wisconsin. Since then Fred has become the principal officer of our local union and International Vice President.

But I can tell you one thing, brothers and sisters, Fred Gegare has never forgot where he came from. He is the same tireless, dedicated fighter that I first met on the job all those years ago.

Once more I am proud to second his nomination, and thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Gegare.

AT-LARGE VICE PRESIDENT GEGARE: Mr. Chairman, I accept the nomination as Vice President At-Large for the Hoffa-Keegel Slate.

And to my fellow delegates, I know all of you, you know me, and you've got a commitment from the Hoffa-Keegel delegation that we're here for you and your members. Thank you, thank you, thank you, and I'm humbled about this nomination. Thank you, fellow delegates. Thank you very much.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have a nomination?

DELEGATE GREGORY FLOYD, IBT Local 237, New York, NY: Mr. Chairman, brothers and sisters. I'm the Secretary-Treasurer from Local 237 in Joint Council 16.

(Applause)

I'm an elected delegate and proud supporter of the Hoffa-Keegel Unity Slate. I am privileged and honored to nominate Carroll Haynes for Vice President At-Large.

(Applause)

I've known Carroll for 13 years. Carroll has been a Teamster for 46 years. He's the Executive Vice President of the Municipal Labor Council. He is the Vice President of the New York City Central Labor Council. He is a trustee on the New York City employees retirement system, one of the country's largest pension systems.

In 1996, he has been the director of the Public Sector Division. Since 1993, he has been the principal officer of Local 237, which is the largest local in the International Brotherhood of Teamsters.

He has been a Vice President At-Large since 2001. He's a man of honesty and integrity. He is a great champion for working men and women.

In 1967, he created history by leading the housing authority to a strike. It was one of the early strikes in the public sector. He protected 2,000 — in 2001, he protected 850 hospital police officers, and he successfully fought back the efforts of privatization by the Giuliani administration.

Once again, I am proud to nominate Carroll Haynes for Vice President on the Hoffa-Keegel Unity Slate.

(Standing ovation)

ELECTION SUPERVISOR MARK: Microphone No. 3. Do we have a second for Mr. Haynes?

DELEGATE RICHARD HENDERSHOT, IBT Local 237, New York, NY: Mr. Chairman, brothers and sisters, I am the Vice President of Local 237, the largest local in this great International.

(Applause)

I am a proud member of Joint Council 16. I am an elected delegate and proud supporter of the Hoffa-Keegel Unity Slate. I am privileged and honored to second the nomination for my friend, Carroll Haynes, for Vice President At-Large.

I have known Carroll for more than 35 years. We have worked together on a variety of campaigns. Carroll is a tireless worker, a fearless advocate and a lifelong Teamster. He has never turned his back on a battle with any employer. He is committed, dedicated to his job and to the members he serves. He serves our union with distinction and class.

I am proud to second the nomination of my friend, Carroll Haynes, for Vice President At-Large, a Teamster with fire, fight, integrity and compassion, a Teamster whose vision and leadership will continue to build our great union. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Your time is up. Thank you.

Microphone No. 2, Mr. Haynes.

AT-LARGE VICE PRESIDENT HAYNES: Mr. Chairman, on behalf of the 1.4 million members in the International Brotherhood of Teamsters, the 23,000 members of Local 237, and the 29 delegates for Local 237, I accept the nomination for Vice President At-Large.

(Standing ovation)

ELECTION SUPERVISOR MARK: Mike 1. Do we have a nomination? Microphone No. 1.

DELEGATE PERRY GELLER, BMWED Local 1396, Port Clinton, OH: Good morning, brothers and sisters. Consolidated Rail System Federation, Local 1396, BMWED, and a proud Hoffa and Keegel delegate.

THIRD DAY—MORNING SESSION

I stand before you today to proudly nominate Brother Freddie Simpson for Vice President At-Large and a member of the Hoffa Slate. Brother Simpson has been a member of the Brotherhood of Maintenance of Way Employees for 32 years, an officer in some capacity for more than 25 years. Freddie currently serves the members as President of the BMWED and was reelected just last week.

From the time Freddie was first elected President of the BMWED, Freddie has been a united voice for rail labor and the Teamsters Rail Conference. He has earned the respect of the rail unions, has worked tirelessly to build bridges and friendships with our sister unions.

Freddie understands that we have to fight together in order to beat those who seek to destroy the IBT.

Freddie's guiding principle is "United We Stand," not just a slogan; for Fred, a way of life, moving together.

Freddie's career began 32 years ago as a track laborer, known in the rail industry as a gandy dancer. Brother Freddie was the kind of guy who would roll up his sleeves, grab the other end of the tie tongs to help do the heavy lifting. He has brought that same attitude to the presidency of BMWED, always willing to roll up his sleeves and do the heavy work necessary to get the job done. He will bring that same attitude and work ethic to the International Brotherhood of Teamsters General Executive Board.

I'm proud to stand before you today and nominate Brother Simpson.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Simpson?

DELEGATE RANDY COOK, BMWED, AEF, Hendersonville, TN: Yes. Mr. Chairman, delegates, brother and sister Teamsters. I'm vice president of the BMWED of the Teamster Rail Conference and a proud Hoffa delegate.

I proudly stand to second the nomination of Freddie Simpson, a great trade unionist. If it were not for Freddie Simpson, I would not be standing here today calling you brother and sister Teamsters. It was Freddie's vision that brought the BMWED to the strongest union in America, the Teamsters.

(Applause)

Freddie is proud to be a Hoffa Slate candidate. With President Hoffa at the helm, Freddie Simpson as Vice President At-Large, we will truly be moving forward together. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Mike No. 2, Mr. Simpson.

BMWED PRESIDENT SIMPSON: Brothers and sisters, I'm Fred Simpson. I'm a proud Hoffa delegate from the state of Kentucky. I'm so proud to be in this union, the compass and the engine of the labor movement.

I proudly accept the nomination of Vice President At-Large on the Hoffa-Keegel Slate, and I urge you to support. All railroads in North America lead the one direction. And that's the Hoffa-Keegel Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Mike 1, do we have a nomination?

DELEGATE WILLIAM O'KEEFE, IBT Local 469, Hazlet, NJ: Mr. Chairman, brothers and sisters, I'm the Secretary-Treasurer of Teamsters Local Union No. 469. I'm a proud delegate for the Hoffa-Keegel 2006 Slate. I've been a Teamster for 36 years and a business agent for 18 of those years. This is my fifth convention.

It is with great honor and respect that I rise to nominate my life-long friend and principal officer, Fred Potter, Jr., for the position of International Vice President At-Large. I'm also honored to be from the state of New Jersey, a strong Hoffa bastion that helped restore the power of our great union by voting overwhelmingly for Jim Hoffa in 1998 and 2001.

THIRD DAY—MORNING SESSION

Fred Potter and our entire local have been Hoffa supporters since the mission began to save this great International. Fred's a second-generation Teamster. He served as a business agent and executive board member for 28 years and has been the principal officer for 20 years.

Fred Potter is the most knowledgeable, tenacious, capable, and compassionate trade unionist I know. Fred's a skilled negotiator; he's a fearless fighter for our members. He's recognized throughout the state of New Jersey as a political powerhouse and advocate for all working families. He's been appointed to the transition committee for two governors, he's a commissioner on the New Jersey Sports Authority, and served on the executive committee for the state Democratic Party.

So I am proud to nominate the next Vice President At-Large from the state of New Jersey, a true Teamster, Fred Potter, Jr., for the Hoffa-Keegel Slate.

(Applause)

ELECTION SUPERVISOR MARK: Mike 3, do we have a second?

DELEGATE JIMMY NEAL, IBT Local 327, Nashville, TN: I'm a proud Hoffa delegate from Nashville, Tennessee. It's my privilege to second the nomination of Fred Potter for International Vice President At-Large.

As principal officer of the Teamsters Local 469, Fred has earned a reputation as a tireless and fearless leader throughout the nation. As a Vice President, Fred will strengthen the Hoffa-Keegel Team with his vision, energy and determination. He is a second-generation Teamster who has proven his commitment in the future of our great union.

It is my honor to second the nomination of Fred Potter for International Vice President At-large.

(Applause)

ELECTION SUPERVISOR MARK: Mike No. 2, Mr. Potter.

DELEGATE FREDERICK POTTER, IBT Local 469, Hazlet, NJ: Good morning, delegates. I am Fred Potter. I will tell you that there is no place that I would rather be than to be with you today. I am proud to accept the nomination for Vice President At-Large on the Hoffa-Keegel Slate, the real leadership in this union. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE MICHAEL H. GOEBEL, IBT Local 688, St. Louis, MO: Mr. Chairman, I've been a Teamster for 33 years, and I'm the Secretary-Treasurer of Local 688 in St. Louis, elected delegate to attend this 27th International Convention.

Local 688 was chartered almost 70 years ago by the legendary Harold Gibbons. He served on those General Executive Boards with James R. Hoffa. Mr. Gibbons was a pioneer in the fights for civil rights, he was a pioneer in the fights to establish and provide benefits for our members, health care defined benefits, retirement health care. Simply put, he worked for the members.

It is my privilege to nominate Ken Hall for the position of Vice President At-Large on the Hoffa Slate. After yesterday's session, I don't know if I really need any more introductions or accolades for Mr. Hall, but since I have two minutes, I have a couple things to say.

Ken's been a Teamsters for 30 years; he's been a business agent since 1987, president of his Local 175 since 1991. He currently serves on the General Executive Board as a Vice President and is Director of the Parcel and Small Package Division. That's where I first met Ken when he had that position under the previous administration.

In 1995 we were at a national panel in San Diego, and I voiced my opinion to him that I didn't care for the politics of that administration. He told me he didn't like the politics either,

he simply worked for the members. And he did. Obviously, with the 1997 strike, which is probably the most legendary strike in our recent history taking on UPS, he delivered the goods.

When James P. Hoffa was elected, Ken was a political casualty and he went back to his leadership in 175. But in 2002, when Bill Lichtenwald had to give up the director position to take care of his wife Dale, Mr. Hoffa crossed the political line and put Ken Hall back in.

(Applause)

Yesterday Ken announced that he would lead us in the early negotiations of UPS. He's once again chosen to not play politics and talk about good contracts and good pensions. He lives to fight. He simply works for the members. I proudly nominate my friend Richard Ken Hall for the position of Vice President At-Large.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Hall?

DELEGATE HOWARD REDMOND, IBT Local 804, Long Island City, NY: Yes, you do. I'm the president and principal officer of Local 804 in New York City.

(Applause)

It is a privilege to rise here to second the nomination of Vice President At-Large, Ken Hall. This gentleman and I worked for ten years. Him and I know what United Parcel is all about. He's put his stuff on the line, he's walked the walk, he did the talk, he does whatever you ask him to do. It is a privilege and an honor for me to second the nomination of Ken Hall for Vice President At-Large.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Hall.

VICE PRESIDENT AT-LARGE HALL: On behalf of those who brought me, our members and officers who have worked and supported me over the years, it is a privilege and, indeed, an honor to accept the nomination as Vice

President At-Large as a proud member of the Hoffa-Keegel Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE MIKE MCGOWAN, IBT Local 667, Memphis, TN: Yes, Mr. Chairman, I rise to nominate my brother, Scott Webber, for the office of Vice President At-Large on the Tom Leedham Strong Contract and Good Pension Slate. Brother Webber is the Recording Secretary and Business Agent of Atlanta Local 728. He is a second generation Teamster. He grew up in a home that fed and clothed him off of a Teamster contract. He's been a proud Teamster for 18 years.

With the unionized freight industry under direct attack, we need strong, committed freight Teamsters on the General Executive Board. Brother Webber has been a steward at ABF. He's fought that fight on the shop floor.

His concern over the setbacks in the 2003 freight contract, including the first ever pension cut, led him to run for office on a reform slate in Local 728. He and his slate members won the election not once but twice. He's willing to fight the fight to serve his members.

They swept two times their race to take over the leadership of Local 728, and they joined hands again and swept the delegate election right in their home local.

Brother Webber understands what is needed in our once powerful Freight Division. He is a proven fighter for the member. We need this type of leadership on the General Executive Board.

I am proud to nominate Scott Webber for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Give our Teamsters a choice, Scott Webber for Vice President At-Large.

ELECTION SUPERVISOR MARK: Microphone No. 3. Do we have a second?

DELEGATE TRAVIS MAPP, IBT Local 728, Atlanta, GA: Mr. Chairman, I second the nomination of Scott Webber for the position of Vice President At-Large. I have worked day in and day out with Scott Webber. I've seen him in action as a steward. I have seen him take on the responsibilities of representing Local 728 members on the Executive Board and become a successful business agent. And I know Scott's heart is with the rank and file, not power or perks. As part of a new team at the top of our union he will help move our union beyond broken promises and into a strong fighter for justice for all Teamsters.

And I am a proud delegate for the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Webber.

DELEGATE SCOTT WEBBER, IBT Local 728, Atlanta, GA: Mr. Chairman, I proudly accept the nomination for Vice President At-Large, and I look forward to serving the members of this great International Union. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE DAVID THORNSBERRY, IBT Local 89, Louisville, KY: Mr. Chairman, I'm a proud rank-and-file delegate. I rise to nominate Dan Scott for Vice President At-Large under the Tom Leedham Strong Contract/Good Pension Slate. Local unions are the backbone of our union. Brother Scott leads a strong and growing local, Local 174 in Seattle, Washington. Dan has worked as a UPS package car driver, served as a steward, as a delegate, and for seven years on the Local 174 E Board and is currently principal officer of the largest trucking local in the Northwest.

Local 174 has been at the forefront of making Seattle a strong union town. When port truckers

were largely abandoned, Local 174 spearheaded battles to win them rights. When corporations like Waste Management and BFI expanded, Local 174 organized them. When corporations have pressed for concessions, as Waste Management recently did, Dan Scott mobilized to win strong contracts free of concessions.

He represents Teamsters in construction, warehousing, delivery, freight, UPS, Boeing Aircraft, and he stands up for all of them. Brother Scott is experienced and energetic in his pursuit of a stronger Teamsters Union. Dan is exactly the kind of new, young leader we need on the highest body of our union, especially now when the need for vision and a strong leadership is desperately needed. He's not afraid of new ideas. He's an innovator.

I'm proud to nominate Dan Scott for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Scott?

DELEGATE STEFAN OSTRACH, IBT Local 206, Portland, OR: Yes, sir. I second the nomination of Dan Scott for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate.

In the Northwest, Seattle Local 174 is the standard bearer for smart, aggressive and effective trade unionism. For over 15 years they have racked up victory after victory in organizing, contract campaigns and social justice issues, and it is no accident that Local 174 has recruited and trained a new generation of leaders who are smart, effective and skilled at mobilizing members to fight and win.

Dan Scott, the principal officer of Local 174, is exactly this kind of leader. Dan's experience, skills and vision will be a huge contribution to leadership of our International Union. I am proud to second the nomination of Dan Scott for the position of Vice President At-Large.

THIRD DAY—MORNING SESSION

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Scott.

DELEGATE DAN SCOTT, IBT Local 174, Seattle, WA: Brothers and sisters, I'm secretary-treasurer of Teamsters Local 174 in Seattle; Washington. I am proud to accept the nomination for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you very much.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE BILL ZIMMERMAN, IBT Local 206, Portland, OR: I'm a proud member of Local 206, because I know the truth.

(Shouts of "boos" from the delegation.)

I rise to nominate Ed Michael to the position of International Vice President at-large.

(Shouts of "boos" from the delegation.)

When the Brotherhood of Locomotive Engineers merged into the Teamsters, Brother Ed Michael was the first to embrace the change.

(Shouts of "boos" from the delegation.)

May I have some order, please.

(Shouts of "boos" from the delegation.)

ELECTION SUPERVISOR MARK: Quiet. Please proceed. Go ahead.

DELEGATE ZIMMERMAN: Ed is a working engineer and President of BLET Division 724 in Salem, Illinois. Ed has worked to make sure that the merger brings the greatest possible benefit to the members of the BLET, members of the Teamsters and to the labor movement as a whole. Ed is a strong voice for rank-and-file members.

Recently, BLET members voted on whether to have one member, one vote for their national officers. Brother Ed campaigned tirelessly for this democratic reform. And thanks to his efforts and efforts of his fellow activists, engineers and conductors in the Teamsters will have the right to vote for their national officers in the future. Thank you, Brother Ed.

Ed is also a leader in a grassroots movement to build solidarity across all rail unions. He knows that it takes the greatest possible unity to defeat the carriers' —

(Shouts of "boos" from the delegation.)

May I have some order, please?

ELECTION SUPERVISOR MARK: May we have order, please.

DELEGATE ZIMMERMAN: Ed is also a leader in a grassroots movement to build solidarity across the rail unions. He knows that it takes the greatest possible unity to defeat the carriers' greed-driven demands, and he knows that it will take all of us working together to defeat the Bush administration's plan to get rid of Amtrak.

I had the privilege of interviewing Ed on my weekly labor radio show nearly —

(Shouts of "boos" from the delegation.)

I had the privilege of interviewing Ed Michael on my weekly labor radio show over two years ago. His message of solidarity and membership action and democratic unionism resonated with my listeners.

I am proud to nominate brother Ed Michael to International Vice President At-Large. Thank you.

(Shouts of "boos" from the delegation.)

ELECTION SUPERVISOR MARK: Do we have a second at mike 3?

DELEGATE RANDY BROWN, IBT Local 728, Atlanta, GA: Yes, Mr. Chairman. I'm proud to second the nomination of Ed Michael as International Vice President At-Large. The carriers would like nothing better than to play truck drivers and rail workers against each other. We won't fall for that, and Ed Michael certainly won't fall for that either.

We need Ed's strong voice for us on the Executive Board. He's someone who listens to the membership and gets them involved. He's a motivator, a builder and a fighter. He'll bring the best of the BLET traditions to our union and

he'll bring strength of the International to bear on the rail carriers. Thank you.

ELECTION SUPERVISOR MARK: Mike No. 2, Mr. Michael.

DELEGATE ED MICHAEL, BLET Division 724, Salem, IL: Mr. Chairman, I have the honor of serving as a rank-and-file working President of the Brotherhood of Locomotive Engineers & Trainmen, Division 724 at Salem, Illinois.

I accept the nomination for Vice President At-Large and am proud to be a member of the Tom Leedham-Sandy Pope Strong Pensions/Good Contracts Slate.

(Shouts of "boos" from the delegation.)

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nominations?

DELEGATE LEONARD STOEHR, IBT Local 728, Atlanta, GA: Mr. Chairman, Teamsters brothers and sisters, I rise to nominate Chris Roos for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate.

We need leaders with vision and drive on the General Executive Board. In 2003, Brother Roos led a political action campaign in his home state that won overtime rights for 4,500 workers in soft drink, bakery and other route sales, the only state out of 17 that attempted to win this legislation to implement it.

We need leaders who can stand up to management's attacks and win strong contracts on the General Executive Board. Last year Brother Roos led a successful seven-day strike against Coca-Cola after management demanded health care concessions and tried to force an inferior company plan on members. He linked up with other Coke locals in that battle.

More recently, Chris Roos has taken to the streets and to challenge UPS-proposed legislation that would give pension funds the right to cut benefits that they have earned.

In a few short weeks he has gathered over 7,500 letters from working Teamsters, all

demanding that Congress do the right thing and oppose the gutting of pension rights.

Brother Roos started his Teamster career as a delivery driver. He has served as Local 1035 Business Agent; and when his principal officer grew a little soft on the job, the members elected Chris six years ago as principal officer.

I am proud to nominate Chris Roos Vice President At-Large on the Tom Leedham Strong Contract/Good Pension Slate. Thank you very much.

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. Roos?

DELEGATE TOM GILMARTIN, IBT Local 559, South Windsor, CT: Yes, Mr. Chairman. Chris Roos has been an active officer of Local 1035 for over 15 years and always a staunch defender of local autonomy. From his days as a shop steward to now as principal officer, Chris has always fought for members' rights. His repeated successes in bargaining strong contracts, and today his continuing efforts to secure and protect good pensions, document his qualifications for candidate.

On Monday of this week he was attacked for having received a contribution. For your information, there was a protest filed.

(Shouts of "boos" from the delegation.)

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE GILMARTIN: For your information, there was a protest filed by Brother Hoffa, and that protest was denied as being without merit.

I proudly second the nomination of Chris Roos.

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Roos.

DELEGATE CHRIS ROOS, IBT Local 1035, South Windsor, CT: Mr. Chairman, I proudly accept the nomination for Vice President At-Large on the Tom Leedham Strong

THIRD DAY—MORNING SESSION

Contracts/Good Pension Slate. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: Yes.

(Shouts of "boos" from the delegation.)

Come on.

Mr. Chairman, brothers and sisters — don't forget the sisters anymore. I rise to nominate Kevin McNeff for the office of Vice President At-Large. Brother McNeff is a 25-year Teamster from Teamsters Local 82 in my hometown of Boston. The members there elected Kevin as an alternate delegate to this convention.

A strong shop steward in the trade show industry, Brother McNeff is a member who stepped up to the plate when he was needed and became a leader on strike lines to win good wages and benefits for Teamsters and their families. Kevin promotes real unity, unity in action.

Kevin McNeff understands that the power of our union lies in a strong, mobilized membership. That's why Kevin helped lead an effort to establish new democratic rights for Local 82 members, like the right of Teamster members to elect their shop stewards and bargaining committees. These and other amendments to the Local 82 bylaws were passed by an overwhelming vote of the members of Local 82 who share Kevin's vision of strong, democratic trade unionism, building Teamster power by involving Teamster members. Isn't that what our union is about?

I proudly nominate Kevin McNeff for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Mr. McNeff?

DELEGATE CLIFF BAKER, IBT Local 324, Salem, OR: Yes, we do, Mr. Chairman. I rise to second the nomination of Kevin McNeff for

Vice President At-Large. Kevin knows that a strong labor movement takes strong grassroots, political action. He helped collect thousands of petitions from Teamsters to oppose the dangerous Red Zone Amendment, which, if passed, could lead to more cuts for Teamsters, standing up for the two employees against corporate politicians, that's Kevin McNeff.

I proudly second his nomination for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pensions Slate.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2 Mr. McNeff.

BROTHER KEVIN MCNEFF, IBT Local 82, South Boston, MA: Mr. Chairman and fellow Teamsters, I am a proud Teamster from Local 82 in South Boston, Massachusetts. I am honored to accept the nomination for Vice President At-Large of this great union. I am also honored to be on Tom Leedham's Slate. Thank you, and God bless America.

ELECTION SUPERVISOR MARK: Microphone No. 1, do we have a nomination?

DELEGATE STEFAN OSTRACH, IBT Local 206, Portland, OR: Yes, sir.

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE OSTRACH: I rise to nominate Eunice Rodriguez for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate.

As a former Recording Secretary at the largest Teamster local, Local 237 in New York City, Eunice had first-hand experience with the broken promises of the current administration. Rather than the Teamster power that was promised, Local 237 members fended for themselves in bargaining with the City of New York.

Eunice supported Hoffa at the 2001 Convention but learned that the promises made were soon forgotten. And when promises were broken by the head of her local, she didn't take

the easy road by going along and getting along for the sake of money or position. Instead, she risked it all, organized to oppose the failed policies and stood firmly with the members.

Eunice has served as an elected officer and full-time Business Agent in the Teamsters largest local. She was chosen to serve on the Teamster Women's Committee and chaired Local 237's annual Women's Conference.

Rodriguez knows what it takes to defend contracts and conditions for our many government employee members. We need that experience at the top of our union and we need strong, new voices in our national leadership.

A lifelong advocate for women's rights, Eunice has served on the New York Child Care Coalition fighting for the right of working families. And we need a more diverse leadership in this union, something that Sister Rodriguez will work to develop.

I am proud to nominate Eunice Rodriguez for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. I urge you to vote to give members a strong choice in this fall. Support the nomination of Sister Eunice Rodriguez.

ELECTION SUPERVISOR MARK: Microphone No. 3, do we have a second for Ms. Rodriguez?

DELEGATE PAM BURGAN, IBT Local 89, Louisville, KY: Mr. Chairman, fellow delegates, I second the nomination of Eunice Rodriguez for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate.

I am a proud member of Local 89, Louisville, Kentucky, home of the largest UPS hub, and it's still growing. It's no accident that my local and UPS Local 237 are supporting the Tom Leedham Slate.

(Shouts of "boos" from the delegation.)

The problems facing our great union are immense. If larger locals cannot get the full

backing of the IBT, where is the power that we've been promised? Eunice Rodriguez has given years of service as an officer and an agent in the largest local. She has proven time and again that a woman's place is not only in her union but also working tirelessly for the betterment of us all. She will be a tremendous Vice President At-Large. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 2, Ms. Rodriguez.

SISTER EUNICE RODRIGUEZ, IBT Local 237, New York, NY: Good morning, brothers and sisters, Eunice Rodriguez, 17 years proud Teamster and member of Local 237 rank and file. I proudly accept the nomination for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have a nomination?

DELEGATE DARRYL CONNELL, IBT Local 200, Milwaukee, WI: Thank you, Mr. Chairman. I rise today to nominate John Thyer for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pensions Slate. As a 32-year Teamster and 12-year principal officer of Local 604 in St. Louis, John Thyer, like many others, believed in Hoffa's promises would bring power and progress to our union. Today he stands before you as a candidate for change exactly because those promises have been broken.

Carhaul was once the flagship of our great union, nearly 100 percent unionized with an excellent master contract and militant membership. Today, thousands of good Teamster jobs have been lost, and the non-union sector growing by the day in Carhaul.

John has decades of experience in grievance handling and union administration to bring to the position of Regional Vice President, as well, he brings a determination to undo what has been lost under the Hoffa administration and return

THIRD DAY—MORNING SESSION

Teamster power to Carhaul and all of our jurisdictions. One vote, one member means nothing without a choice. Thank you very much.

(Applause)

ELECTION SUPERVISOR MARK: Mike 3, do we have a second for Mr. Thyer?

DELEGATE PHIL PENNINGTON, IBT Local 89, Louisville, KY: Yes, Mr. Chairman. I stand to second the nomination of John Thyer for the position of Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate.

The current Carhaul Director is from our local. When he led Teamster locals undercut Carhaul contract standards, John Thyer refused to sit back and let members be harmed. He took a stand and demanded that the IBT take action to respect the contract. We've seen at this convention the dangers of blind allegiance, how it can cripple democracy and union strength. John Thyer is an experienced, stand-up Teamster who combines the best qualities of leadership. I second his nomination. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 2, Mr. Thyer.

DELEGATE JOHN THYER, IBT Local 604, St. Louis, IL: Good morning, brothers and sisters. I'm from Local 604 in St. Louis, Missouri, I'm the Secretary-Treasurer. It is an honor to be here as a delegate and it is an honor to accept the nomination for Vice President At-Large on the Tom Leedham Strong Contracts/Good Pension Slate. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have a nomination for Vice President At-Large?

DELEGATE PAT WILLIAMS, BLET; Local 40, Burleson, TX: Yes, sir. I'm a General Chairman for the engineers on the former Santa Fe Railroad. I rise to nominate a lady that was with us during our struggle to fight remote control. I'd like to nominate Dotty Malinsky for

Vice President At-Large.

ELECTION SUPERVISOR MARK: Thank you. Microphone No. 3, do we have a second for Ms. Malinsky?

DELEGATE GARRY HARPER, BLET, Local 40, Burleson, TX: Yes, we do.

ELECTION SUPERVISOR MARK: Proceed.

DELEGATE HARPER: I'm BLE local chairman, Needles, California. I'd like to second the nomination of Dotty Malinsky. Thank you.

ELECTION SUPERVISOR MARK: Microphone No. 2, Ms. Malinsky.

SISTER DOTTY MALINSKY, IBT Local 160, Rochester, MN: Thank you. I'd like to thank my rail brothers for the shortest nomination speech on record, and I proudly accept the nomination for Vice President At-Large as an independent candidate. I'm a member of Teamster Local Union 160, Rochester, Minnesota, and a proud member of the current General Executive Board. Thank you.

(Applause)

ELECTION SUPERVISOR MARK: Microphone No. 1. Do we have any further nominations for the position of Vice President At-Large?

Are there any further nominations from the floor for the position of International Vice President At-Large?

Any further nominations from the floor for the position of Vice President At-Large?

Hearing none, the nominations are closed.

(Applause)

ELECTION SUPERVISOR MARK: Let me review briefly for you the procedures that we will follow today; they're basically the same as yesterday. First, there will be a lottery for ballot placement, and it will start 30 minutes after the end of this morning's session over at the office of the Election Supervisor, the Silver Ballroom at Bally's. Candidates, candidate representatives, observers who wish to see that lottery for

ballot placement, 30 minutes after the end of the session.

Voting will, once again, be from 5:00 to 7:00 p.m. in the Gold Ballroom at Bally's. Only delegates with a credential issued by the office of the Election Supervisor may vote in that secret ballot election. As with last night, bring your photo ID with you. That's how we will check that you are who you say you are and are eligible.

The vote will be by secret ballot. I will announce the results, again, shortly after 8:00 p.m. in the press room, and if our photocopier is working better than it was last night, we will have copies available. The results will also be posted on the bulletin board.

Candidates who receive 5 percent or more of the delegate votes cast by secret ballot will be nominated for the ballot. Only a total tally will be released. There will be no breakdown by local union.

Please follow the directions of the Election Office staff as you enter and exit the area. No campaigning, once again, will be allowed in the voting area or in the corridor leading to the area. Again, campaign paraphernalia, buttons, hats, vests, T-shirts must be removed before entering the voting area.

Also, for those candidates and observers who wish to observe the logic and accuracy test of the tabulating machines, which we do each day that we conduct a vote, the logic and accuracy test will be done at 3:30 p.m. in the voting room. Be there if you wish to observe that. I, again, remind all the candidates that those who are nominated for the ballot with the 5 percent threshold, please pick up the form to confirm your acceptance of the nomination at the Election Office and return it.

Thank you. We will see you this evening and tomorrow. Good day and good luck. And I return the podium to the General President.

(Applause)

GENERAL PRESIDENT HOFFA: We got through all that. Very good. We're back.

NATIONAL MASTER FREIGHT AGREEMENT

GENERAL PRESIDENT HOFFA: No collective bargaining agreement has done more to lift workers into the middle class than the Teamsters National Master Freight Agreement. Today, our Freight Division represents more than 80,000 Teamsters in more than 200 Teamster local unions. The Freight contract is the cornerstone of our union. To tell us more about this, I call on International Vice President and Freight Director Tyson Johnson.

(Applause)

VICE PRESIDENT JOHNSON: Good morning. I am pleased to report to you this morning regarding our National Master Freight Agreement. As our Freight locals are fully aware, the '03-'08 agreement will expire March 31 of '08. Shortly after the first of '07, we will start preparations for the renewal of a new contract.

In 2002, General President Hoffa, former Director Phil Young, set a benchmark for the National Master Freight Agreement. First and foremost, they got back the right to strike.

(Applause)

It has certainly changed our grievance hearings; it has changed our position in local meetings — local-level meetings, business agents with the employer. And it gives us our fair share of the contract.

After being appointed Director in '03 in Washington, D.C., I made the comment that to fill the shoes of Phil Young would be a difficult task; that I was at a distinct disadvantage. But I give you my solemn promise today as we prepare for the renewal of the next Master Freight Agreement, we will set a benchmark as high as General President Hoffa and Phil Young set.

We do know the heartbeat of our members.

Surveys will go out shortly after the first of the year, and there's no doubt in my mind the three top issues on those surveys will be health, welfare, pension and job security.

There was a lot of concern in the last round of negotiations that the wages we got would be a detriment to our National Master Freight companies.

Our employees, our members got their fair share, and I'm pleased to announce the employers are making record profits.

(Applause)

Those record profits we will hold them accountable for in negotiations. We will get the necessary monies that it will take to restore our health and welfare and to fix the deficiencies in our pension. We will protect the wages of our members, we will protect our working conditions, and we sure as hell will not be foolish enough to ever give up the right to strike.

(Applause)

Over the last couple of years there have been acquisitions. As you're fully aware Yellow Transportation purchased Roadway Express, and in the last year they also acquired USF Corporation. And through that, we received many, many calls of concerns. Would they try to walk away from the National Master Freight? Would they become too big, too powerful for us to deal with?

Just the opposite has taken place. They make record profits, yet they spent record amount of monies for those companies. With one corporation owning all three, it gives us a much better advantage because one's actions affects the others. We have found at our committees that the companies are easier to deal with.

We have not been plagued with the agitation and the threats of walking away from our benefit plans in Freight as UPS has. We will not ask for early negotiations. In fact, we will use the same model this next year as we used in '02; we will wait until the latter part of '07 to begin

negotiations, to keep pressure on the company to bring things to a closure to our satisfaction before expiration of March 31.

We will see to it that our members — the cornerstone as General President Hoffa said — and Freight is the cornerstone of this great union — we will see to it we get our fair share.

(Applause)

At this time to the right of the podium, your left, I would like to introduce a young man. His name is Mike Grzyb. He's a cartage employee from Yellow Transportation, Local 600, St. Louis, Missouri. Give him a warm welcome, please.

(Applause)

BROTHER MIKE GRZYP **Local 600**

Thank you. I would like to begin by thanking you, my brothers and sisters, and the leadership of the Teamsters for giving me the opportunity to speak today. I'm a third-generation Teamster out of Local 600 in St. Louis, Missouri, where my father and grandfather were also members.

I'm honored to speak on a topic that is very important to the American trucking industry worker. Back in 1964, General President James R. Hoffa had an understanding and a vision for what it is going to take to build a powerful International union that would benefit all union and non-union American workers alike. The result of his vision was the National Master Freight Agreement.

Quoting directly from the book, "One Hundred Years: Teamsters History," the National Master Freight Agreement caused drivers who had once been at the bottom of economic ladder see their strength and power soar as a united group. We as Teamsters in the Freight Division must realize the importance of this agreement. This agreement not only ensures good wages, benefits and seniority, but also entitles every worker to fair treatment. This

agreement provides a level playing field between the Teamsters and the company.

We as a united group of workers no longer just have a voice in our own states, but our voices carry across this great nation. The National Master Freight Agreement helps to keep the American Dream alive and tells corporate America that we are a united group.

We as Teamsters in the Freight Division have to fight for the future of our children and our grandchildren so they may also benefit from this agreement.

In 2008, we have an opportunity to sell the National Master Freight Agreement to America as a tool to encourage and ensure homeland security. We must convince corporate America that unionized companies can safely service our country. Strengthening our union will ensure the American Dream for generations to come. We in the Freight Division have to realize that America does not move without a truck.

Brothers and sisters, I'd like to ask for one thing. Today is my birthday. What a heck of a way to celebrate my birthday. I would ask — I didn't get a cake this morning, I would like a sea of red to stand up to be my candles on my birthday cake today so I could take a picture, if I could.

(Standing ovation)

I thank you.

VICE PRESIDENT JOHNSON: Thank you, Mike.

Our next speaker is Brother Ken Starnes. Ken is a job steward from Roadway Express in Ft. Worth, Texas, and a proud member of Local 745.

Thank.

KEN STARNES
IBT Local 745

Thank you, Brother Johnson. Good morning, brothers and sisters. I am a proud Teamster, a rank-and-file Teamster of Local 745 in Dallas,

Texas. I feel privileged and honored to be part of this great union.

During the five years of my Teamster membership, I've worked under the National Master Freight Agreement at Roadway, as Brother Johnson stated. Before becoming a Teamster — and I have some shame to bear here, brothers, sisters — I worked 17 years in non-union companies. So I know firsthand what it is to be a union member and how it can improve my life and all of our lives.

Our contract sets the industry standards. The Master Agreement is about respect, dignity and pride. Our members can freely associate and speak their mind openly and loudly.

We have no fear of reprisal on our job. We have security for ourselves and our families. The national contract honors seniority, recognizes the division of job classifications, secures excellent wages, working conditions, benefits, including company-paid health, welfare and pension. The national contract has strong language limiting subcontracting and preventing work diversions from bargaining unit work. No management is permitted to do our labor.

The National Master Freight Agreement recognizes the principle of a fair day's work for a fair day's pay, but we have no production standards. This adheres to the Teamsters founding members' philosophy, and I'm quoting, "Let each member do his duty as he sees fit."

We have a real grievance machinery with many advocates working on our behalf. Our contract has concrete remedies up to and including the right to strike. Not arbitration, the right to strike.

This agreement is binding. The words are our currency. When companies violate our agreement, we get paid. Our contract has stood the test of time.

As we continue to diversify and grow this great union, we should be mindful from where we have come. Our roots run deep in the Freight Division.

The struggles and sacrifices of our predecessors made our Freight Division the solid foundation from which we've grown. The national contract has been our unifying cornerstone.

Brothers and sisters, please join me in supporting Tyson Johnson, our National Freight Director, and our union negotiating committee as they prepare to renegotiate the National Master Freight Agreement. Thank you, and God bless the Teamsters.

(Applause)

VICE PRESIDENT JOHNSON: Thank you.

GENERAL PRESIDENT HOFFA: In the coming months, we'll begin preparation for the negotiation of the 2008 National Master Freight Agreement. To lay the groundwork for these talks, Assistant Director of the Freight Division, Gordon Sweeton, will introduce the "National Freight Negotiations" resolution. That's Resolution 19, page 32, in your resolution book. Gordon.

ASSISTANT DIRECTOR SWEETON: Thank you, General President Hoffa. Before I introduce the resolution on the 2008 National Master Freight Agreement negotiations, I want to share some information about the USF Reddaway contract.

The four-year contract was ratified last July and covers more than 700 members. Thanks to the efforts of the Freight Division and USF Reddaway contract negotiating committee, road drivers, local cartage drivers, and dock workers won substantial wage increases. We secured full maintenance of benefits for health insurance through the life of the contract. We reduced the wage progression from three years to two years for road drivers. We won substantial increases in pension contributions for all the workers. And after a long, hard fight, we won an expedited election process, which will boost organizing efforts in that area.

Now here's the "National Freight Negotiations" resolution.

...Assistant Director Sweeton read the following:

NATIONAL FREIGHT NEGOTIATIONS

WHEREAS, the delivery of food and supplies to families and businesses in the United States is dependent on a safe and efficient trucking industry; and

WHEREAS, Teamster members in the trucking industry formed the historical foundation on which the International Brotherhood of Teamsters was built; and

WHEREAS, the Teamsters-represented freight carriers are currently making record profits; and

WHEREAS, Teamsters freight members are the most productive, skilled, and safest workers in the industry; and

WHEREAS, the National Master Freight Agreement sets industry standards for more than 100,000 drivers, dock, yard, maintenance, clerical, and other Teamsters-represented workers in the freight industry; and

WHEREAS, the superior industry standards established by the National Master Freight Agreement are used to organize the nonunion sector; and

WHEREAS, the wages, benefits, and working conditions provided to Teamsters freight workers creates a reliable and stable workforce; and

WHEREAS, the Teamsters and its represented freight companies have entered agreements creating new operations to service not only the longhaul market, but also the same day, next day, and second day markets; and

WHEREAS, the trucking industry is experiencing a shortage of drivers which must be addressed by the creation of additional Teamsters affiliated training programs; and

WHEREAS, the opening of the United States' borders by international trade agreements threatens the wages and benefits that Teamster members rightly deserve; and

WHEREAS, the current National Master Freight Agreement is scheduled to expire on March 31, 2008, and negotiations for the next Agreement will begin in 2007; and

WHEREAS, the Teamsters' goal in the 2007 negotiations is to continue providing freight workers quality health care, strong pensions, wages which allow them to improve their standard of living, and safe working conditions;

THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters and all of its affiliated bodies pledge their full and complete support to the upcoming National Master Freight Agreement negotiations and the effort to bargain for superior wages, benefits, and working conditions which the hard-working Teamsters freight workers have earned.

ASSISTANT DIRECTOR SWEETON: Mr. Chairman, I move the adoption of this resolution.

GENERAL PRESIDENT HOFFA: Is there a second? Mike 2.

DELEGATE KEVIN McCaffrey, IBT Local 707, Hempstead, NY: Mr. Chairman, I'm the President and principal officer of Local 707 in New York.

(Applause)

Ten years ago two-thirds of our members, our 3,000 members, were freight members working under the National Master Freight Agreement. Today, probably less than half of our 3,000 members are freight members. We faced many challenges in the Freight Division over those years. Our local has risen to those challenges.

Most recently in 1996, when asked to organize Overnite freight, we did that. We represented the workers there. We took them to the Labor Board when Overnite fired the workers, cut their pay, winning their jobs back and winning over \$100,000 in one settlement for back pay for those workers at Overnite.

(Applause)

When asked to take them out on strike in 1999, we did. All but two of the workers went out on strike with us. With the help of locals throughout the country, especially our joint council who gave us money, people on the picket line, we carried that strike out until it was ended. In fact, our local was chronicled on the HBO special. I'm happy to hear yesterday's news of what was announced yesterday about the card-check neutrality. It looks like I can finally come back to my members and tell them there may finally be a happy ending to that movie.

In 2002, I had the opportunity to serve with yourself and Tyson Johnson and many other distinguished members of the Executive Board on the Freight Negotiating Committee. As Brother Tyson Johnson said before, there was many gains that we made in there. We got record wages into our benefit plans and, most importantly, the right to strike, the hammer. That is something we can never give up.

As we move forward into these next negotiations with this rejuvenated freight movement with the great news we heard about Overnite and all the good things that are happening throughout this great union, I look forward to working with yourself and the rest of the committee and this great union in getting what we really need to get done in this next freight negotiations.

I wholeheartedly second the adoption of this resolution. Thank you, Mr. Chairman.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Kevin.

Mike 2.

DELEGATE BILL HAMILTON, IBT Local 107, Philadelphia, PA: General President Hoffa, I'm out of Teamsters Local 107 in Philadelphia. We are the largest freight local in Philadelphia. We, too, have experienced the Overnite drama and the terrible cost to our members and the lawsuits that followed.

THIRD DAY—MORNING SESSION

We, too, support this Freight Division. We believe that Tyson Johnson and the entire Freight Division is doing a wonderful job. We will do everything in our power to encourage the future successes that we are about to enjoy under their leadership.

There's only one apprehension that I have moving forward, Mr. President, and I want to avoid — avoid the mistakes that were made in the past by some people that are rogue candidates today that put 15,000 Red Star people on the street, and I lost 170 Red Star people. I don't want anybody in that position again to be asleep at the wheel.

We support the Freight Division, but we certainly don't support the irresponsible way that the Red Star strike was conducted. And the people that did that should be held responsible for it.

Thank you, Mr. President. And I second the motion.

(Applause)

GENERAL PRESIDENT HOFFA: All right, thank you.

All right. Go ahead.

DELEGATE GARY BOLEN, IBT Local 174, Tukwila, WA: Hello, President Hoffa. I'm from Local 174 in Seattle, a proud Hoffa-Keegel supporter. We had a heck of a fight up in Seattle for the delegate election. I just wanted to let you know that we did beat out Dan Scott of TDU. He's here as a non-delegate.

(Applause)

I'm here to talk about — stand up for this amendment — or this National Master Freight Agreement resolution. I want to thank you from the bottom of my heart for getting the hammer back for us. It's a great accomplishment.

Our cost-of-living increase that we got is another great accomplishment that I want to thank the administration for getting us back. It was ten cents but any cost of living is better than no cost of living. Hopefully we can build on that

cost-of-living agreement.

I just want to thank you again, President Hoffa.

GENERAL PRESIDENT HOFFA: All right, thank you. I think — okay, mike 2.

DELEGATE HENRY PERRY, IBT Local 667, Memphis, TN: Mr. Chairman, I'm President of Teamsters Local 667 and a candidate for International Trustee on the Hoffa-Keegel Slate, move to close debate.

GENERAL PRESIDENT HOFFA: Well, I appreciate you closing debate. Did anybody else want to speak on this?

What is that, mike 6?

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: Yes.

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE POPE: I'm speaking in support of this resolution. I started out in Local 407 working under the Master Freight Agreement as a city cartage driver and dock worker. I experienced the strength, the top part of this union, the highest point, when our local had 8,000 members in the 1980s. And then we proceeded to lose thousands of members because of the actions of the government and deregulation. This union was — our Freight Division was so strong then.

I think the reason that I'm getting up now is because I'm in a white-paper local now, but we still get our strength from the Freight Division. The truck drivers in this union, the freight drivers are the heart and soul of this union. When regular other workers, warehouse workers and other types of drivers, think about the strength of the union, they think about the freight drivers. That's where it comes from.

We need all of us, whether we're in freight or not — all of us have to support the efforts in this freight contract to keep our Freight Division strong and to grow it back to what it once was. Thank you.

GENERAL PRESIDENT HOFFA: All right,

thank you. I'd really like to vote this. I think we ought to move along.

Go ahead, mike 2.

DELEGATE DAVID A. PIETROFORTE, IBT Local 25, Boston, MA: Thank you, President Hoffa. I'm a proud Teamster for 30 years, a proud Teamster from Local 25 in Boston for 30 years.

I've been a freight man my entire life. I taught the early ways, the only way to learn how to be a good freight guy and a strong Teamster back in the early '70s with the strength and the power we had in the Freight Division. The Freight Division has took an enormous hit. I, also, was a 12-year member at Red Star out of Boston and was devastated as my brothers and sisters in my company throughout the whole East were.

I stand here to acknowledge the hard work of Tyson Johnson and the International and the desire to bring forth the strength that we need for the freight. I have become a dinosaur in the Freight Division. I am the only one here of my delegates as a freight person representing that.

I speak on behalf of all the freight guys in this great union of ours to back this resolution, to keep your faith strong in our International and the great, great leaders that we have now in office who have guaranteed us — guaranteed us that they'll work as hard for us as we will for you. I thank you on this matter.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

Okay. The freight resolution has been made and seconded. I will now want to vote it.

All those in favor of the freight resolution, signify by saying aye.

Anybody opposed?

It is adopted.

(Applause)

Thank you. As you know, we've seen a very active and effective issue of cross-border trucking. It's been a big issue for the Teamsters. I

now call on the Director of the Freight Division, Vice President Tyson Johnson, to read the "Cross-Border" resolution. It is No. 6 on page 15 of your resolution book.

VICE PRESIDENT JOHNSON: Thank you, General President Hoffa. Early last year a report was issued by the Office of the Inspector General of the Department of Transportation, which supported the Teamsters Union's position on cross-border trucking. The report concluded that the Mexican government and the country's motor carriers have not met the safety requirements and the preconditions outlined in the North American Free Trade Agreement and, therefore, should not be granted long-haul operating authority in the United States.

Our main concern with cross-border trucking is the safety issue, and we will continue the fight with this issue.

As General President Hoffa said, this resolution is No. 6, found on page 15 of your resolution booklet.

...Vice President Johnson read the following:

CROSS-BORDER TRUCKING

WHEREAS, the Teamsters Union continues to be concerned about the ability of Mexican trucks to meet all U.S. safety standards; and

WHEREAS, , the Bush Administration announced in January 2002, in response to a dispute resolution ruling that the United States was in violation of the North American Free Trade Agreement by banning all Mexican trucks, that it would allow Mexican trucks to travel anywhere in the United States beginning in 2002; and

WHEREAS, , the Congress responded to the impending threat to highway safety by passing the Murray-Shelby amendment to the Fiscal Year 2002 Transportation Appropriations bill; and

WHEREAS, , the Murray-Shelby amendment prohibited the expenditure of funds to be

THIRD DAY—MORNING SESSION

used for the review or processing of applications by Mexican motor carriers to operate beyond the currently permitted commercial zones until the Federal Motor Carrier Safety Administration implemented certain safety requirements; and

WHEREAS, , those safety requirements included, but were not limited to, on-site safety examinations of Mexican motor carriers before conditional operating authority is granted, verification of a drug and alcohol testing program, verification of compliance with hours-of-service rules, including hours-of-service records, verification of proof of insurance, the positioning of weigh-in-motion systems at certain border crossings, and that the Inspector General periodically report on the progress of these requirements; and

WHEREAS, the Inspector General issued a Follow-up Audit of the implementation of the North American Free Trade Agreement's cross-border trucking provisions in January 2005 and reported that several deficiencies in safety requirements need to be remedied before the border is open, including reaching agreement with Mexico to permit on-site safety reviews by U.S. inspectors, the inability of the Mexican government to perform the new criminal history record checks for Mexican drivers who haul hazardous materials, the need to improve the system for monitoring Mexican driver records in the U.S., the lack of operational weigh-in-motion scales at the ten busiest crossings; and

WHEREAS, the Inspector General's report went on to cite five additional areas that need attention to fully comply with requirements that Congress enacted into law, including more accurate data on Mexican carriers, providing proof of valid insurance, drug and alcohol testing of Mexican drivers, replacements of existing inspection facilities and enforcement of a certification requirement that indicates Mexican trucks meet all applicable federal safety requirements;

THEREFORE, BE IT RESOLVED, that the Teamsters Union will continue to make its members and the public aware of the continuing danger of unsafe trucks from Mexico being permitted to travel on U.S. highways; and

BE IT FURTHER RESOLVED, that the Teamsters Union will call upon the President and the Congress to delay the implementation of the NAFTA cross-border trucking provisions until such time that all provisions of the Murray-Shelby amendment are met and that the Inspector General's audit report indicates such compliance; and

BE IT FURTHER RESOLVED, that the Teamsters Union will insist that Mexican, Canadian, and U.S. officials strive to ensure that the highest level of safety standards be maintained for the three NAFTA countries; and

FINALLY, BE IT RESOLVED, that with the Teamsters Union's greater commitment to organize under the Change to Win Federation, that it will work with Mexican unions, elected officials, and workers to develop a strategy of "cross-border organizing" to increase the wages and working conditions of our Mexican brothers and sisters.

VICE PRESIDENT JOHNSON: Mr. Chairman, I move for adoption.

GENERAL PRESIDENT HOFFA: Is there a second? Mike 2.

DELEGATE FRANK PERKINS, IBT Local 657, San Antonio, TX: Thank you Mr. Chairman. I'm principal officer of Local 657 in San Antonio, Texas, which our jurisdiction includes Laredo, Texas, which is the busiest inbound port on the border. About 6,000 trucks a day cross the border, and one percent of those trucks are inspected. This is unacceptable, and the government's doing nothing to change it. The drivers do not have to meet the standards that our drivers in the United States have to meet, so they're giving them an unfair advantage.

But I'm here to report to you that I did report on this at the 2001 Convention, and I'm here to proudly report, because of the fight of the International and the local unions, the borders are still closed in Laredo, Texas, and along the Mexican border.

(Applause)

Today we have more threats since 9/11. Now the 25 percent of the Mexican trucks that cross the commercial zones now carry hazardous materials. They can go 26 miles into the United States, and their hazmat loads can be used to endanger the general public.

So with that, I would like to second the motion and thank you for your attention to this matter.

GENERAL PRESIDENT HOFFA: Thank you, Frank. We have a second.

(Applause)

Okay. 4. Mike 4.

DELEGATE DARRYL CONNELL, IBT Local 200, Milwaukee, WI: Thank you, Mr. Chairman. I gladly support this resolution. It's about time that we hold Mexico accountable with the government with their trade regulations. We get along just fine with Canada; we have no problem with their safety records. They sold us a bill of goods with regards to a CDL driver's license, hazmat training; and now they turn around and want to hold us accountable even for a DWI when you're not even on your vehicle, holding us accountable to being on duty, basically, 24/7.

It's about time that somebody stands up to hold them accountable, for Mexico. It's our roads and their roads, and we owe it to those Mexican drivers and those other unions struggling to get on. I gladly support this resolution. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE MIKE SCOTT, IBT Local 769, Miami, FL: Thank you, Mr. Hoffa. I'm principal

officer of Local 769 in Miami and a proud supporter of the Hoffa-Keegel Team.

Opening the U.S. borders to Mexican trucks that are unsafe and don't meet the U.S. safety standards threatens the safety of thousands of Teamsters who earn their living on the highways. It would put Teamster family members in harm's way if they share the roads of these unsafe trucks if the borders are opened.

Thousands of unsafe trucks cross the border every day traveling from California, Maine, to my home state of Florida. Anywhere in the country would put our highways in an unsafe condition and put our people on the highways at risk.

Many of these Mexican trucking companies don't have proof of valid insurance, and this could cause extreme financial hardship to anyone involved in a vehicular accident with them.

I say we keep the trucks operating in commercial zones until they can meet every safety standard within the U.S. I encourage the delegates to support this resolution.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much. It's been moved and seconded.

With regard to support of the resolution on cross-border trucking, all of those in favor signify by saying aye.

Anybody opposed?

None being heard, the resolution is adopted. Thank you.

(Applause)

VICE PRESIDENT JOHNSON: At this time I would like to introduce Ken Bryant. Ken is President of Teamsters Local 745 in Dallas, Texas. He's also Southern Region Freight Coordinator, and he has a report regarding USF Bestway.

DELEGATE KEN BRYANT
President, Local 745

Thank you for the introduction. I'm pleased

THIRD DAY—MORNING SESSION

to announce that after eight long months of negotiations with USF Bestway, as of Friday, June the 16th, we have a tentative agreement subject to the ratification of the membership.

(Applause)

I've been asked to give you some of the highlights of that agreement. First, we're moving workers from a company-paid insurance plan into Central States upon ratification.

(Applause)

Prior to this, the previous agreement required up to a \$15 weekly co-pay; the new agreement is zero co-pay.

(Applause)

Pension will increase almost 50 percent by the end of the term. There will be a \$1,200 weekly protection for line drivers against subcontracting. There are also comparable protections in the National Master Freight Agreement in regards to change of operations requiring the employer to pay for the move.

Also, there are protections for the employer to be forced to apply previous National Master Freight decisions and interpretations.

When General President Hoffa and Freight Director Tyson Johnson requested the Freight Division to negotiate a go-forward contract, we did exactly that. Wages are increasing to \$20.57 an hour up \$1.57.

Upon the demise of USF Dugan, card check and employer neutrality was stipulated to in conjunction with the opening of 13 new USF Bestway terminals. This has enabled the Teamster Union to organize ten of those new terminals, an office clerical unit, and one additional garage unit, equating to more than 300 new members in Sherman, Texas; Little Rock, Fort Smith in Arkansas; Ardmore, Tulsa, and Oklahoma City; Meridian, Mississippi; Baton Rouge, Shreveport in Louisiana; an additional hundred members or so in Dallas and Houston.

This go-forward contract will open the door for organizing an additional 1600 members in

the Western and Central Region. If the employer opens a terminal in any region; we're ready. Contrary to the rumor the employer's already put on the streets, we did not drop the ball on organizing campaigns in Central and Western Regions. We made that language stronger. If there's an additional terminal organized outside the Southern Region, than these negotiations will be subject to regional benefit plans, work rules, and dispatch rules.

When the directive came from General President Hoffa and Freight Division Director Tyson Johnson to negotiate a go-forward contract, we aggressively took that to task, and in 2008 when the National Master Freight expires we'll be there for you too.

I have nobody else to think for this but General President Hoffa, Freight Director Tyson Johnson, and Assistant Director Gordon Sweeton. It wasn't any of those TDU derelicts negotiating this contract.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. Thank you.

Mike 2.

VICE PRESIDENT LYTLE: General President Hoffa, I'd like to request a point of privilege, if I may.

GENERAL PRESIDENT HOFFA: Certainly, Walt, go ahead.

VICE PRESIDENT LYTLE: Yesterday morning's session, what took place was a nomination for Regional Vice Presidents and Trustees to this great International Union. During that presentation, there were two candidates nominated and seconded for the position of Trustees on the Leedham Slate. Ms. Pope assured the election officer, as well as the delegates, alternates and guests to this convention, that two of those individuals had done what was proper and accepted the nomination in writing in their absence.

As everyone here knows now, that was not

true. And I would like to request that Ms. Pope come to a mike and make a personal apology to the Election Officer.

(Standing ovation)

To make that personal apology, Mr. Chairman, to the Election Officer, the delegates, alternates and guests to this convention, and probably more importantly, to her own slate members who she outright lied to.

Thank you.

Ms. Pope, if you would, step forward to a mike for your apology.

(Applause)

Ms. Pope, I guess, has left this delegation as TDU usually leaves us with lies and deceit once again. Thank you.

GENERAL PRESIDENT HOFFA: Okay. All right. All right. Thank you, Walt. All right. Let's move on here.

I now call for the co-chairs of our Political Action and Legislative Committee, Roger Insprucker, President of Joint Council 26 in Ohio, and Fred Potter, President of Teamsters Local 469 in Hazlet, New Jersey, to read their report.

REPORT OF THE POLITICAL AND LEGISLATIVE COMMITTEE

COMMITTEE CO-CHAIRPERSON POTTER: Good morning. Thank you, General President Hoffa.

Brothers and sisters, as it was stated, my name is Fred Potter; I'm President of Teamsters Local 469 which is located in Hazlet, New Jersey. Along with my friend and brother, Roger Insprucker, President of Local Union 114, President of Joint Council 26 and President of the Ohio Conference, a man who led the unprecedented political effort in Ohio in 2004, I have the honor of serving as the Co-Chairman of the Political and Legislative Committee for this great convention. I want to thank all the members of this committee for their participa-

tion and their input last week.

Our committee's members represent so much of what makes this union great. It consisted of rank-and-file members, staff, local union and joint council officers from every region in America. One of the best aspects of a Teamster convention is the opportunity to meet with brothers and sisters that share the same passion for politics and the commitment for passing legislation that protects workers and their families. In our committee, we addressed issues that strike at the heart of the challenges we face in America, Canada and, in fact, around the world.

We discussed the ongoing struggle for fair trade. We stared down the barrel of yet another Bush-supported trade deal with Oman, Peru, Vietnam and South Korea, even as we witnessed new record trade deficits each year.

With resolutions on cross-border trucking and immigration, we discussed the controversial issues of a growing immigrant workforce and the realities we face every day because of the constant push for cheaper labor driven by the greed of multinational corporations.

Resolutions on transportation safety, pension protection, and the six-year struggle by our brothers and sisters on Amtrak represent the most basic of our demands. A safe and equitable workplace and a belief that employers should honor the commitment they make: Fair pay, secure pensions, and health benefits, and the right to a contract that's negotiated in good faith.

Since we met last time in this hall in 2001, we have seen our country suffer a brutal attack at the World Trade Center and the Pentagon, and we've seen heroic acts of those passengers that ended tragically in a field in Pennsylvania. For purposes of the convention and our committee, we discussed the inevitable changes the attacks of September 11th have brought and will continue to bring on our members in the workplace. In ports, on the rails, on the highways or in the

THIRD DAY—MORNING SESSION

air, our members are at the domestic frontline of this war on terror.

In our resolution on national security, we dealt with our struggle to ensure that the rights of workers aren't decimated as a result of these changes.

This is my second opportunity to serve as Co-Chair on this committee. I did so in 2001, and I thank General President Hoffa and Secretary Tom Keegel for this opportunity. I'm tremendously proud of the development of the Political and Legislative Program in our great union in the last five years. For that, we need to commend Mike Mathis, Chuck Harple, Fred McLuckie and the entire staff of the Governmental Affairs Department.

(Applause)

Thank you.

In local unions and joint councils throughout our union, we refuse to accept the status quo. We refuse to sit still while corporate America tries their best to buy our government. We have trained more activists, we have educated more members and their families about the real issues facing them today, and raised more money for DRIVE than ever before.

The political and legislative power of the Teamsters is greater now than ever. And no one is a better example of that than the commitment of Roger Insprucker. With that, Roger. Thank you.

(Applause)

COMMITTEE CO-CHAIRPERSON INSPRUCKER: Thank you, Fred. Brothers and sisters, I want to thank President Hoffa for appointing me as a Co-Chair to the Political and Legislative Committee and giving me an opportunity to work with some of the truly committed political activists in this great union. It's truly been an honor.

I stand before you today, a man of conflicting feelings when it comes to politics and when it comes to discussing politics. On one hand, I was

tremendously disappointed on November 2nd, 2004, when despite all of our efforts across the country and specifically in Ohio, George Bush was reelected. But it was those efforts and the commitment that I saw in the months leading up to that day that made me realize what we could do together as a union.

You know, we can diagnose and dissect the reasons and the results of the election for years. But there's certain facts that we know for sure. We as leaders — and we're all leaders in this room, in this hall — are more vital to political success than we sometimes realize. When we talk to our members about the things that truly matter to them, they do listen. We are in a position to help them sort through the haze of lies and deceit and half truths that dominate all the political campaigns that go on today.

We try to get them to focus, and we know that they focus on the things that mean the most to them, such as good jobs, good wages, good pensions, good benefits, a safe workplace, and leaving a better future for their children and their grandchildren.

You know, one of the reasons why our members don't get involved, because we don't ask them to get involved. In 2004, we decided to ask our members. In Ohio, we made voter registration the number-one priority into the 2004 election. I'm proud to tell you today that while the labor movement averages 50-percent voter registration, in the state of Ohio we have over 70 percent of our members registered to vote.

(Applause)

We've committed to building a stronger DRIVE program so we will have the funds to compete and fight corporate America. As a result, we have increased our DRIVE totals by 30 percent in the last two years in the state of Ohio.

(Applause)

We've asked our local unions and our members to support the Driving America's Future

THIRD DAY—MORNING SESSION

Program so we can elect Teamsters to political office. And as a result of that, in Ohio, we now have Teamsters currently in office or running for office in almost every level of state and local government. We're very proud of that. We're very proud of that in Ohio, very proud.

(Applause)

Thank you. In 2004, with the assistance of A. J. Stokes from Government Affairs; Cheryl Johnson, special assistant to the General President; my mentor, Vice President Les Singer, we put out the call to all of our officers and our members as never before, establishing weekly conference calls, updates and setting targets and goals for participation. The response was truly inspiring throughout the state of Ohio.

Yet, in the end it wasn't enough. We just didn't have enough union members in the state of Ohio for John Kerry. Last year when the decision was made to leave the AFL-CIO, largely because of their lack of commitment to growth, President Hoffa and other leaders noted that if Ohio's union density had been 26 percent instead of 16 percent, John Kerry would be our president today. I don't even want to think about what a few more percentage points would have meant in Florida in the year 2000.

When it comes to political action, as Fred said earlier, we cannot accept status quo. In our committee we addressed the importance of the new Change to Win Federation and the renewed commitment to growing our union that is the foundation of the first new labor federation in 50 years.

Organized labor's shrinking numbers demand bold action, innovative thinking, and the kind of action the Teamsters have always been known for, and especially in the state of Ohio.

Brothers and sisters, I believe strongly that these issues — politics and growth — cannot stand alone. We cannot have a strong political voice that American and Canadian workers must have without growth. But we definitely

will not have growth without a strong political voice. So in just four months, on November 7th, we will be judged again on our ability to elect our friends, defeat our enemies, and give voice to American workers. And on November 8th, the race for the president of the United States in 2008 will officially begin: A 24-month campaign with almost 30 potential candidates in the mix and the future of organize labor in the balance.

The next two-and-a-half years will be a crucial and historic period for working families. Labor, unorganized and organized, cannot win this political battle without a strong and dynamic, committed Teamsters Union.

Again, Mr. Chairman, I want to thank our committee, I want to thank one of the hardest-working Teamsters in the United States, my Co-Chair Fred Potter.

Mr. Chairman, I thank you, and this concludes the report of the Political and Legislative Committee.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you for your report.

American workers are waking up to the importance of political action. We're taking matters into our own hands and working closely together to make sure we take America back. One of our close allies is Senator John Edwards. Please turn your attention to this video.

...A video presentation regarding John Edwards was shown to the delegation.

GENERAL PRESIDENT HOFFA: We're fortunate today to have with us Senator John Edwards. John Edwards is out here in the front-lines talking to working families across the country. He has joined in the fight for working people, and he may be moving back to Washington in the near future so he can fight for working people.

Let me just say this about John Edwards. We were together down in Florida, and we led a

march to get 500 janitors the right for collective bargaining at the University of Miami. You know, this is a guy that talks the talk and walks the walk. Let's have a very special Teamster welcome for our friend, Senator John Edwards.

(Standing ovation)

HONORABLE JOHN R. EDWARDS

Former U.S. Senator

(D) North Carolina

Thank you, thank you. That's a good welcome. Thank you.

I knew there was a reason I came to Las Vegas. I am happy to be here with all of you. Let me begin by giving you a quick report on how my wife, Elizabeth is doing. Some of you met her, all of you know her; she was diagnosed with breast cancer the day after the presidential election. The good news is about two weeks ago we had a whole series of tests; the doctor came in after the tests were done and said, "I know you have a lot going on in your life, I know you're busy, but you don't have cancer." So she's doing great.

(Standing ovation)

Thank you. Thank you.

So, Elizabeth and the kids and I are now living in North Carolina where we're very happy. I'm running a poverty center at the University of North Carolina at Chapel Hill, work that I'm very proud of. It's been an interesting transition to leave Washington and be back in North Carolina.

My two kids — most of you remember my two younger children. You just saw them on this videotape. Emma Claire and Jack. Emma Claire is now 8, Jack's now 6. Well, they were on the same baseball team this spring. So I went to their first baseball game. Emma Claire is in center field, Jack's in right. Second inning, close game, a guy hits the ball directly between Emma Claire and Jack in center field and right field. A fight then took place in the outfield.

(Laughter)

Hitting, knocking each other down, screaming at each other, the whole time the base runner is rounding the bases. Before anybody picked up the ball, he had touched home plate.

So I said to the coach, I said, "Listen, it's fine for my kids to be on the same team; you can't put them close to each other in the field."

(Laughter)

But we're very happy, very happy in North Carolina.

I want to say before I begin — I want to say a word about my friend, Jim Hoffa. This guy is not just a great leader of this union. He is such an important and dynamic leader in the entire organized labor movement in the history of the United States.

(Applause)

Speaking from my perspective, the reason this union has 1.4 million members, the reason this union has a hundred million dollars in the bank, the reason this union now has a card-check agreement with UPS Freight is because of the leadership of Jim Hoffa.

(Applause)

I was backstage when I heard him introducing me. I remember very vividly — I've had the pleasure of going all over the country and helping in organizing campaigns and walking strike lines, picket lines. But he and I were together in Miami, not on a specific Teamsters effort, but on an effort to organize workers at the University of Miami who were being treated unfairly, who were not getting the kind of wages and benefits that they were entitled to.

I remember very well — it wasn't long ago — that they were being ignored in their efforts to organize. The two of us were on a stage in Miami; it must have been a hundred degrees. It was so hot. But I want you to know every one of you would have been so proud of your president. He spoke out loudly, passionately and ferociously for the right to organize. I was proud

to be there with him. I was also proud when we won that fight and those workers were actually able to organize.

(Applause)

So I want to begin today by asking a question. What kind of America do we actually want to live in 20 years from now? What's the kind of country that we believe in? What kind of country do we want to live in and our children, our grandchildren to live in 20 years from now?

For me, this is not a complicated thing. I want to live in an America where every single American has a chance to live the American Dream. I want to live in an America where every single American has health care coverage.

(Applause)

By the way, I'm not talking about, you know, access to health care, more affordable health care, all those weasel words that politicians like to use. I'm talking about universal health care for every single American so we know that everybody has health care coverage

(Applause)

I want to live in an America where we're on the way to eliminating poverty in this country. You know, I don't see this as very complicated. Thirty-seven million of our own people wake up every single day worried about feeding, clothing and housing their children. We're better than that. America's better than that.

I also want to live in a country where we're not sacrificing our freedom and our liberties in the name of freedom, which is what we see every single day under this administration.

(Applause)

And I want to live in a country where we have free trade and fair trade, where we don't have agreements like CAFTA and NAFTA.

(Applause)

I watch what this president has done to our country, and it's a frightening thing. I just want to give you one example — one example — a very stark example. This president submits a

budget to the Congress — the president does that every year — submits a budget to the Congress where he calls for more and permanent tax cuts for the richest people in America. On top of that — this is the part that really gets me — on top of that he calls for billions of dollars of your money — subsidies, tax breaks — for the biggest oil companies in America.

Now, I don't know about you, but I've been very worried about whether Exxon's making enough money, right?

In the same budget — the same budget — he cuts money for nutrition programs for seniors, nutrition programs for disabled, nutrition programs for poor children, cuts billions of dollars from Medicaid, health care for poor kids. Now, think about this for a minute. These people try to claim the moral high ground. This president is giving billions of dollars of money to Exxon at the same time he's taking health care away from poor children. It is immoral. It's absolutely immoral what this president has done to this country, what he's continuing to do to this country.

(Applause)

I don't know about you, I don't want to live in the United States of America where there's just a few rich people and everybody else. That's the place George Bush is taking us.

Now, I want to say a word about my party, the Democratic Party, because whether we're able to go where this country needs to go is so dependent on what our party does. I want to talk for a second about what kind of Democratic Party I believe in. I believe in a Democratic Party of big ideas. I believe in a Democratic Party that actually has backbone and courage and strength that will go out there and lead and fight.

I believe in a party that will stand up and fight for the people that we have always fought for: The poor, the disenfranchised, the forgotten middle class. I believe in a Democratic Party that is not afraid to say the word "union."

THIRD DAY—MORNING SESSION

(Standing ovation)

We have to fight for those who are out there trying to organize in the workplace. I want to tell you what kind of Democratic Party I don't believe in. I don't believe in a Democratic Party of triangulation, half ideas, baby steps, trying to figure out how we navigate our party to the political center. How about if we go out there with a little backbone and courage and fight for the people that we've always fought for? How about if we go out there with a little backbone and courage and fight for all those things that we have always fought for?

(Applause)

So if this is the kind of country we want to live in, if this is the kind of Democratic Party we believe in, how do we get there?

How do we get from where we are today to that place? How do we get to an America where the middle class is once again growing, where the middle class is not struggling, where wages aren't stagnant or going down, where the cost of everything is not going up every single day. How do we strengthen what makes this country great?

I want to say something to every single one of you, and this is heartfelt. You know, I said a few minutes ago what kind of Democratic Party I believe in. You need to hold these politicians accountable. I'm dead serious about this. They should not — they should not — be just coming in front of you and talking about organizing and the right to strike and then go everywhere else and never mention it. The truth of the matter is we need leaders, not just politicians. We need leaders in this country that believe in your cause, that believe in the right to organize, that believe in a strong and growing middle class. People always talk about — yeah, I hear it all the time — “We're worried about the loss of manufacturing jobs in this country.” Sure we are. We ought to be worried about it. But people say, “Oh, those manufacturing jobs, they help build

the middle class in America.” It's true. But what everybody seems to forget, those manufacturing jobs weren't good jobs before the union. It was the union that made them good jobs. It was the union that created good wages. It was the union that created good benefits. It was the union that helped build the middle class in America.

(Applause)

I don't know about you, but I'm tired of politicians who come before you and talk about the right to organize and the right of the union and never talk about it anywhere else and never act on it. We need leaders who actually believe in your cause.

So, how do we build an America that we believe in with a strong and vibrant middle class? Very simple answer: Organize, organize, organize. So that working people actually have a voice.

(Applause)

The truth is the greatest anti-poverty movement in American history is the organized labor movement. There's so many obvious things that we ought to be doing besides organizing. I'm going to come back to that in a second. Things like ending the embarrassment of our national minimum and raising the minimum wage in this country. Should have been done a long time ago.

(Applause)

I spoke earlier about the need to have health care coverage for every single American. We need to help people be able to save and create some assets. So many people have nothing, absolutely nothing to fall back on.

But the absolute critical piece of this — and I believe this; I'm telling you, I believe it — I'm spending most of my time these days fighting to do something about poverty in America, something I care deeply about, something I think America cares deeply about. But the critical piece of this is to organize in the workplace. It's not all that complicated. You know it's really not. The truth of the matter is, you go out — and

I know I'm preaching to the choir here — but you go out and try to organize, they bring in these union-busters, they violate the law. If anything happens, it's two or three years down the road, they get a slap on the wrist. What we really need in this country is we need real labor law reform. We need to put labor law on the side of working people.

(Standing ovation)

I'll tell you something else. I'll tell you something else. I have a really simple way of thinking about this. If anybody in America can join the Republican Party by signing their name to a card, any worker in America ought to be able to join a union by signing their name to a card, doing exactly the same thing. This is nothing but democracy in the workplace. We're for democracy in America, we should be for democracy in the workplace for those who are trying to organize and give voice to working people.

(Applause)

Another thing we ought to do, when these employers violate the law, they ought to be held accountable. There ought to be swift punishment when they violate the law. They ought to be treated for what they are. On top of that, we ought to ban the hiring of permanent replacements for strikers and we ought to make that the law of the land.

(Standing ovation)

And if we really want to grow this effort, if we really want to strengthen this struggle, the other thing we have to do is we have to stand up and fight against those who try to call employees independent contractors, when everyone knows they're not independent contractors.

(Applause)

We have to stand up and fight against those who want to use the bankruptcy courts and the bankruptcy laws to avoid their contractual obligations in their union contracts.

(Applause)

But I want to say to all of you — and I want you to know this. This is very personal for me. I take this very, very personally. It's not an accident that I've been all over America helping organize. It's not an accident that I've walked picket lines. I have seen in my own family how important the work you do is. My mother and father only have health care today — God bless them, they're still living — the only reason they have health care today is because of the union.

My younger brother and his family — he's my only brother — they have health care today only because of the union. Here's the truth: The truth is, those men and women on Wall Street, they didn't make America great, you made America great, and we need to get out there and stand up for you and fight for you.

(Applause)

So this is part of the America that we believe in. This is the kind of country we want to live in. This is the vision of a strong America, of a strong, vibrant, growing middle class. This is what made America great in the past. It can make America great again. But it will not happen — it will not happen without us out there in the struggle, in the fight and leading, without you, all of you, out there organizing so that working men and women actually have a voice; so that we have a real middle class in America; so that we don't become a country of just a few rich people and then everybody else. We're better than that.

So I want to say to you today, I tell you, every single one of you, I am with you in this cause every step of the way. I am with you in this struggle. If you have a strike, I want to be on your picket line. If you are organizing, I want to be organizing with you. This struggle is not just your struggle, it is my struggle, it is a struggle for the future of America, and we are going to continue this struggle until we prevail. God bless you all. It's my honor to be with you today, my honor to be with your great President,

THIRD DAY—MORNING SESSION

Jim Hoffa. Thank you all very much for having me.

(Standing ovation).

Thank you all very much.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, John, that was a great speech.

I now want to call on our great friend, our great Secretary-Treasurer Tom Keegel. Come up, they're going to talk about health care and pension reform.

GENERAL SECRETARY-TREASURER KEEGEL: Good morning, everybody. I thank you, Jim. You know, millions of Teamster members and their families depend on health care benefits and pensions that our Teamster brothers and sisters fought for and won. Our employers never gave us anything without a fight. And today we are fighting like never before to protect our benefits. To better understand what we have to do to win, I call on Rome Aloise, Secretary-Treasurer of Local 853 in San Leandro, California; and Local 120 Vice President Brad Slawson, Sr., to deliver the Pension and Benefit Committee Report.

REPORT OF THE PENSION AND BENEFIT COMMITTEE

COMMITTEE CO-CHAIRPERSON ALOISE:

Thank you, Secretary-Treasurer Keegel.

You know, before I start, I've got to take a personal point of privilege here and get something off my chest. This phony use of our pension plans as a political football makes me sick.

(Applause)

Now, our pension plans are the glue that holds the past, present and future of our organization together. It unites the retirees, it unites those of now that are the caretakers, and it unites those people that are going to take over for us in the future.

To use this as a political game drives me out of my mind. How dare anyone who calls him-

self a Teamster lie, misrepresent, and give untruths about our most sacred, important thing that we own here, our pensions. How dare you guys do that.

(Applause)

How dare anybody say this in front of our retirees that have got enough to deal with, when they're living on a fixed income in this day and time, and scare them and make them think their pensions are going to go away for political purposes. I don't know how you do that. I don't know how you can live with yourself.

How can you do that to our current members? How can you make them lose confidence in their union and their pensions by your lies and your bullshit? I can't get over how you can do that.

(Applause)

And worst of all — worst of all, how can you give our enemies the ammunition and the assistance to destroy our pension plans and then, of course, destroy us as a union. Shame on you guys. Just shame on you guys.

(Applause)

Leave our pensions out of your political games. Because if you don't, if you don't leave those pensions out of your games, your day of reckoning is coming.

(Standing ovation)

Because our members are smart enough to figure you out. And you won't only be kissing Tom Keegel's ass, you'll be kissing 1.4 million members' asses.

(Standing ovation)

God, I feel a lot better now. Thanks.

(Laughter)

I'm here and honored to give the report from the Pension and Benefits Committee. You know, we work with a lot of people in this union, and almost everybody from the biggest Teamster plans is on this trust. I have to say I'm proud to deal with people like Brad Slawson, Fred Gegare, Tony Lock, John Bulgaro, Dave

Lawson, that are men of integrity who work hours and hours on these plans, bleed and sweat with anxiety over the changes we have to make sometimes. And you couldn't have any better trustees than some of these guys on these plans. You should give them a hand for the decisions that they make.

(Applause)

Okay. I'm going to read the report to the 27th International Convention by our committee, which, by the way, Tom Keegel set up last convention and we've met eight or nine times during this five-year period. We've pledged to meet more often to put more things together in the future.

...Committee Co-Chairperson Aloise read the following:

PENSION AND BENEFITS COMMITTEE REPORT

Good pensions and health care benefits are what set our members apart from their non-union brothers and sisters. Almost 90 percent of the union members receive health and pension coverage. In the non-union sector, these numbers are closer to 50 percent. The Teamsters have been and continue to be the leaders in providing superior benefits to our members through our hard work at the bargaining table.

The current economic climate continues to put our health and pension plans at risk. The continued rampant inflation in health care costs, poor investment returns from 2000 to 2002 and a low-interest-rate environment have put unprecedented strains on the contribution rates we have negotiated to sustain our benefit plans. Defined benefit pension plans are collapsing all over our nation in almost every sector of the economy. Our own multi-employer defined benefit plans are struggling but have managed to remain intact. Many plans have had to make significant changes to preserve the benefits offered to our members.

Despite these challenges, the Teamsters continue to preserve and move forward in providing the best possible benefits to current, future and our retired members. We have the size, the strength and the leverage to make improvements in our members' working lives and in retirement even with the anti-worker administration that has been in power in the White House and on Capitol Hill since our last convention.

In our meetings over the last few days, the Pension and Benefits Committee discussed many of the difficult benefit issues facing Teamster members. We reflected upon past experiences, pooled our knowledge and applied both to the challenges before us.

We discussed the complex area of pension funding as well as pending legislation that could have a significant impact on the financial status of our pension plans. Knowing that this legislation could affect each pension plan differently if passed, we resolved to meet again soon to discuss strategies for dealing with any potential new pension funding rules actually enacted into the law. We revisited the issues of spiraling health care costs and specifically focused our attention on the issues of retiree health care and some possible funding solutions through the new Medicare prescription drug program.

It was decided that a group be formed under the auspices of the committee to discuss the current National Reciprocal Agreement and to develop ways in which the agreement itself and its administration can be improved. This new group should help us in our efforts to encourage more pension fund participation in the National Reciprocal Agreement. Our Teamsters National 401(k) plan was touched on as an excellent vehicle for our members to supplement their existing defined benefit pension plans.

Other matters discussed included group purchasing of benefits through national programs that Tom Keegel has set up that has been a big benefit to many of our health trusts, sharing

THIRD DAY—MORNING SESSION

benefit information with the International for the purpose of coordinating bargaining and corporate governance, improving retiree pension benefits, and reforming the U.S. health care system. These matters are referenced in the following four resolutions in our pension and benefit booklet.

COMMITTEE CO-CHAIRPERSON ALOISE: I'd like to introduce my co-chair, who I was proud to serve with on this committee, Brad Slawson.

(Applause)

COMMITTEE CO-CHAIRPERSON SLAWSON: Welcome, delegates. I would like to take this opportunity to thank General President Hoffa, General Secretary-Treasurer Keegel for allowing me the privilege of being the co-chair on this most important committee.

The No. 1 issue at the bargaining table today is health and welfare. In my local, the last ten strikes we've had have all been over benefits.

We have an aging workforce which creates new problems. We have our detractors that want to criticize us for the decisions we make as trustees instead of standing in the trenches and trying to help us.

When the General President and the General Secretary-Treasurer formed this Benefits Committee two years ago, I was honored to be asked to be on that committee. They're trying to find the solutions to our problems, not run away from them. It's a very large problem and not getting any easier.

Instead of sitting back and blaming administrations in the past for what they didn't do, they're standing here trying to correct the problems that are in front of us today.

(Applause)

I have been enriched by the opportunity to be in a room with the trustees of Western States and Central States and the other plans that helped me with my plans letting me know what they're thinking and how they're handling cer-

tain situations. That wouldn't have happened without our two great leaders standing in the trenches and putting together this committee.

I am honored to address you. I'm honored to be a Hoffa delegate. And I'm honored to call all of you my friend. Thank you.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: Thank you for that report. You know, I was very fortunate to grow up in a Teamster family. I first went to driving a truck and working on the dock when I was 17 years old. I really didn't understand the importance of having a Teamster contract when I was 17. I knew I made a hell of a good living and I could go out and have a little fun once in a while. I had some money.

Then I got a little smarter. I found out I could raise a family. The Teamsters Union brought me into the middle class. That allowed me to live the dream of every single American, to own a home, to have a car, to be able to raise your children, and that maybe some day, when my work is done, to retire with dignity.

These days, there are a lot of people trying to take away our right to retire with dignity. Every time I open a newspaper, there's another story about workers getting screwed, a company cutting back or freezing its pension plan or a company going under and leaving it to the government to step in and take over that pension. You know what they do? They cut the benefits for the men and women who spent years working for a pension and were counting on it when they retired.

It's not just companies like Delphi, GM and the airlines. We have profitable companies like IBM, Verizon, Hewlett-Packard and ALCOA, they're freezing their pension plans for their workers as well.

Many people forget that pensions are not some gift from employers, they are deferred wages. We have to fight tooth and nail for our

pensions and our health care. We traded wage increases to win them and we're not going to give them back to anybody. No way.

(Applause)

Fortunately, as Teamsters, we are protected by union contracts for many of those problems. Most Teamsters have defined benefit pensions. That means we can calculate exactly how much we're going to get each month when your pension checks come. Today defined pensions are not an endangered species. Only 44 percent of American workers have some form of an employer-sponsored pension. The others, 86 percent, 70 million people, rely completely on their savings and Social Security checks for their retirement income. We all know how hard it is to save money, especially today.

And we've seen Bush going after Social Security as well. Without a real pension, you can kiss retirement security good-bye.

We do have it better than most people because we are Teamsters. But, as we have seen, union workers are not immuned. That is why we need to take action. If we don't, you know that Bush and his fat-cat corporate backers will continue their attack on our retirement security. We cannot allow that to happen.

(Applause)

Now, we also have some Teamster companies that would love to get their hands on our pensions as well: You know, UPS, Coke, Allied, Disney, to name a few.

But our fund trustees all over the country are working hard to make sure that Teamster pensions survive the national crisis. They are doing their best to maintain benefit levels in an increasingly difficult environment. That is why the Teamsters Union is calling upon Congress to provide legislative relief to multi-employer pension plans like ours.

In the video that you're about to watch, we'll hear from Teamsters across the country talking about how important their pensions are and why

we need to step up our fight to protect retirement security. CEOs and senators shouldn't be the only people left with defined benefit pensions.

We have a tremendous challenge. We have forces out there that want to take away everything that we've fought for, they want to take it away from us. We have corporations that only give a damn about one thing, how much money they can put in their own pockets. They could care less about working people. We can change that. It's not going to be easy. We'll have the same tough battles, but you cannot stop what's right. You cannot turn your back on what's really important for our country.

And, brothers and sisters, the Teamsters Union stands as the conscience of working people in this great country. Everyone deserves to retire with dignity. By God, they're not going to take that away from us. We're going to fight to keep it. They're not going to get it from us.

(Applause)

Please turn your attention to the video screen.

...A video presentation entitled, "Retirement Security," was shown to the delegation.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: We will now hear from some members and a retiree about the importance of a Teamster pension.

First is Jim McAvoy, a recently organized Redi-Mix worker from Local 853 in San Leandro, California.

(Applause)

**BROTHER JIM McAVOY
IBT Local 853, San Leandro, CA**

Thank you very much, Secretary Keegel. I'm Jim McAvoy, and I've been a proud Teamster of Local 853 under the leadership of Rome Aloise for seven years.

Before I start, I'd like to say that it's a privilege to speak in front of a president who lives in

THIRD DAY—MORNING SESSION

Washington, D.C., and who actually cares about the working men and women of North America. Thank you, President Hoffa.

(Applause)

Eight years ago my employer Reddaway Redi-Mix was organized by Local 853 through a strong and positive campaign of what life as a Teamster could be like. This included the prospect of better wages, a better pension, a better health plan and professional representation.

After a difficult campaign, we prevailed in the election. The key component in that election was the Teamster Pension Plan. And the major enticement of the Teamster Pension Plan was past service credits. I had worked at Reddaway for ten years, and based on a complicated formula, which I won't trouble you with, I received credit for those ten years that I was not a Teamster while I worked at Reddaway.

At last count, those past service credits are worth between eight and nine hundred dollars per month to me just for joining the Teamsters and having the Teamster Pension Plan negotiated into our first contract.

(Applause)

In addition, we've taken advantage of PEER/84, and I'm pleased to say for seven straight years we've allocated a significant percentage of our hefty pay raises into our pension plan. At this point, myself and my fellow co-workers have well over \$5.00 an hour going into the Teamster pension plan.

(Applause)

Eight years ago Local 853 made one promise to us, that they would work as hard for us as we were willing to work for ourselves. That was a promise made and that was a promise kept. After seven years, I have a fantastic contract with better wages, a great pension, a Cadillac health plan with MOB; and with two small children, that's worth its weight in gold. But most importantly, let me stress this, that none of this happens without the best representation a

Teamster could hope for, and that's the men and women who work for Local 853. They made this happen for me.

(Applause)

So I would just like to thank President Hoffa, Secretary-Treasurer Keegel, Secretary-Treasurer of Local 853, Rome Aloise, my business agent Bill Morgan. And let me be real careful when I say this because I want to get it right, but most importantly, I want to thank you and the members you represent and their Teamster families in 100-some-odd years of Teamster members. It's because of you that me and my family have a higher standard of living and a greater sense of health and well-being and security than if I was not a member of the Teamster Union. And for that I am eternally grateful. Thank you very much. Have a great convention.

(Applause)

BROTHER JOE ROBINSON

**President, Joint Retiree Chapter for Locals
295 and 851**

Good morning, brothers and sisters. My name is Joe Robinson, I'm President of Joint Retirees Chapter for Locals 295 and 851 in Valley Stream, New York. I am a 40-year member of the Teamster Union, and the last ten years I've been a retiree.

As a retired Teamster, I am taken care of financially and medically. Most people I know don't have the security that I do. And so it's all because I am a Teamster. They weren't always so admiring. None of my friends realized how the union that looked after me on the job would also be looking after me after I retired.

We fought to keep our medical, and our medical is a big thing, as you all know, in this day and age. You cannot wait until retirement to think about your retirement and thinking about what you need to keep your retirement going.

You must prepare now. All that I have is because I am a Teamster. My wife and I are

enjoying a great life as a retiree from the Teamster Union. What I have now is strictly from being a Teamster all these years, and we are enjoying ourselves. I look upon all of you here and say to you that I hope I live long enough to see all of you get the kind of financial and medical background that I am enjoying right now. God bless you all and thank you very much.

(Applause)

GENERAL SECRETARY-TREASURER KEEGEL: We're going to move on. I now call on Local 305 Secretary-Treasurer Tony Andrews from Portland, Oregon, to read the "Preserving Our Pensions," Resolution No. 31, page 54, in the resolutions book. I recognize mike 2.

DELEGATE FRED POTTER, IBT Local 469, Hazlet, NJ: Thank you, General Secretary-Treasurer Keegel. I am a proud elected delegate from Teamsters Local 649 and a proud member of the Hoffa-Keegel Slate.

I move that we dispense with the reading of the resolution, move immediately to the question to approve the resolution. Thank you.

GENERAL SECRETARY-TREASURER KEEGEL: Tony, would you read the heading of the resolution.

COMMITTEE CO-CHAIRPERSON ANDREWS: Sir, I would be happy to, and thank you, Mr. Chairman. And I can assure you that I read very quickly. "Preserving Our Pensions." That is the heading.

(Laughter)

GENERAL SECRETARY-TREASURER KEEGEL: Very good, sir. Is there a second? Is there a second? Who made a second?

All right. Mike 4.

DELEGATE CHUCK WHOBREY, IBT Local 215, Evansville, IN: Mr. Chairman, I second the motion.

GENERAL SECRETARY-TREASURER KEEGEL: Very good. The motion being made

and seconded to dispense with the reading. All those in favor, signify by saying aye.

Those opposed?

Carried.

...The following resolution was voted on.

PRESERVING OUR PENSIONS

WHEREAS, the number of workers who enjoy the security of a defined benefit pension is declining, slipping from 41 percent of the workforce in 1978 to 21 percent today; and

WHEREAS, greedy corporations that once offered some of the largest and most generous plans are dumping their pension obligations and undermining the retirement security of their workers; and

WHEREAS, even those defined benefit plans that remain in place face a combination of critical funding challenges, including unprecedented stock market declines in 2000, 2001, and 2002, low interest rates and an increasing number of workers who are retiring earlier and living longer; and

WHEREAS, the insurance fund for pensions – the federal Pension Benefit Guaranty Corporation – is facing a growing deficit; and

WHEREAS, Teamsters are entitled to receive the pension benefits they have earned; and

WHEREAS, the International Brotherhood of Teamsters, Teamster Local Unions, and Teamster Pension Funds have a proud history of working to ensure members' retirement security and to maintain the defined benefit pension system; and

WHEREAS, approximately 10 million American workers and retirees and 700,000 Teamsters are covered by multi-employer pension plans that provide employees with portability to earn continuous benefits as they move from job to job within an industry; and

WHEREAS, Teamster multi-employer pension plans provide good benefits and a strong

THIRD DAY—MORNING SESSION

and secure retirement for all Teamsters, including those who are no longer plan participants; and

WHEREAS, Congressional negotiators are currently working to reconcile House and Senate versions of legislation that would significantly alter the rules governing multi-employer pension plans; and

WHEREAS, under consideration is a proposal detrimental to Teamsters' retirement security that would allow trustees of troubled pension plans, in certain circumstances, to reduce certain vested benefits earned by Teamsters, including those who have retired for less than one year; and

WHEREAS, also under consideration is a dangerous provision that would make it easier for the eighty percent (80%) of Teamster employers with 500 or fewer employees to abandon their pension obligations, thereby jeopardizing and destabilizing the very foundation of a multi-employer fund;

NOW, THEREFORE BE IT RESOLVED, that the Teamsters Union will continue to oppose any legislation that jeopardizes the retirement security of our members, and will continue to fight to preserve the defined benefit pension system that is the foundation of this retirement security; and

BE IT FURTHER RESOLVED, that the Teamsters will fight in all contracts and upcoming bargaining to preserve defined benefit pensions for Teamster members.

GENERAL SECRETARY-TREASURER
KEEGEL: Now we'll have a motion to accept the recommendation of the Resolution Committee regarding the pensions.

Do I have a motion?

Mike 2.

DELEGATE FRED RANDALL, IBT Local 938, Mississauga, ON, CAN: I'm proud to move that motion.

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you. Do I have a second?

Mike 4.

DELEGATE DAVE HAWLEY, IBT Local 137, Redding, CA: I'm a proud Hoffa supporter. I second that motion.

GENERAL SECRETARY-TREASURER
KEEGEL: Thank you. Motion properly made and seconded to adopt. All those in favor, signify by saying aye.

Those opposed?

Carried.

Thank you.

ANNOUNCEMENTS

GENERAL SECRETARY-TREASURER
KEEGEL: All right. I have some announcements to make before we go to lunch. The Constitution Committee will meet at 1:45 p.m. after lunch in the same place that we did last time, over here in front of the stage.

This Convention will now stand in recess until 2:00 p.m. See you back here at two. Thank you.

(At 12:03 p.m., the Convention was recessed, to reconvene at 2:00 p.m.)



THIRD DAY
WEDNESDAY AFTERNOON SESSION
June 28, 2006

...Senator Hilary Rodham Clinton addressed the delegation via video as follows:

**HONORABLE HILARY
RODHAM CLINTON**
U.S. Senate
(D) New York

Greetings, everyone. I regret that I cannot be with you in Las Vegas, but I am there with you in spirit. First, let me commend and thank your General President Jim Hoffa. You know, the Teamsters, organized labor, and the working men and women of this country could have no better friend, advocate and leader than President Hoffa. He's always willing to stand up for what's right, and I am so proud to call him my partner and my friend.

You know, your whole team in Washington is truly outstanding, from President Hoffa and

General Secretary-Treasurer Tom Keegel, to Mike Mathis, Chuck Harple, and the entire Government Affairs team. And in New York, I am really lucky to have the one, the only, Gary LaBarbera, Ron Lucas, and John Bulgaro as my Teamster partners. They never let me lose sight of what we're fighting for in Washington, and that is your membership and your families and our future.

You know, we've accomplished a lot because we've stood up together for the values we share, you know, the values of hard work, responsibility and opportunity. These are the values that unions have long stood for and the values that have made our country strong, helping families reach the American Dream. But now more than ever we have to stand up and stick together. You know more than anyone that the working people of this country face real challenges every day,

struggling to afford rising mortgage payments, filling their gas tanks, trying to keep up with skyrocketing health care premiums and decreasing pension benefits.

Yet, in Washington we have an administration that looks to undermine working families. And to even make things worse, the NLRB now stands against labor instead of standing for workers' rights. The Department of Labor now mandates cumbersome reporting from all union officials as the administration neglects corporate irresponsibility.

You know, this administration even took aim at Social Security and Davis-Bacon, but working together we stopped them in their tracks. And on Homeland Security this administration has not made the right choices. Since 9/11 it's estimated we've spent a record \$24 billion on critical aviation security improvements. These were essential following the attacks on our country, but there are other threats that keep being ignored.

I know there are some rail workers in the crowd today, and they can tell you we've not spent anywhere near the amount needed for rail safety. Current estimates tell us we have spent less than \$1 billion on rail and transit security compared to the 24 billion we spend on aviation security. That's like less than a penny per passenger in public transportation security improvements.

We've got to do more. We know threats exist to our rail estimates. We've seen it in Madrid and London. We've seen the anguish and pain in the eyes of the family members on the platforms. It's the same pain I saw in the thousands of families that lost loved ones in the tragedy of the attacks of 9/11.

You know, it's time we stopped just crossing our fingers or praying that nothing happens. We've got to make the investments to secure our entire transportation system: Rails, ports, bridges, tunnels, highways, you name it. Yet this

administration avoids making these critical investments in our security.

Just a few months ago the Senate voted to add more than \$600 million in port security funding. This was a bipartisan effort in the Senate. But despite that, the White House and its Republican supporters in Congress eliminated that money from the final bill. So we still have a fight on our hands to protect our country, to protect our families. Right now in Washington I'm working with a bipartisan group of over 40 senators to pass a bill that includes \$2.3 billion for capital security improvements across our nation. That's S-2791. It would increase security training for rail workers on the front lines. It adds needed funds for tunnel and perimeter protection, surveillance and evacuation improvements. It adds over \$400 million more for essential maritime and port security.

I ask that you continue to work with me on S-2791 and help me stand up to this administration to get the resources we need, not only for our passengers but for all of our workers whether in ports, on the rails or elsewhere in our transportation system. Working together, we can stand up and fight for what we believe. We can win, we can have an economy that works again for everybody, that protects your rights as workers, that invests in solutions to the challenges we face in our health care system, our pension system, that comes up with an energy independence agenda, and provides real security to protect our families and our vital infrastructure.

These are the values that built the American middle class. These are the values that protected the rights of working people and made our country strong. So as you leave this convention with new ideas, goals and optimism, let's remain focused on the basic idea. Let's make certain that you count and your work counts.

I guess I hope that what happens in Las Vegas does not stay in Las Vegas. Take it on the road. I want to be your partner in building a better,

stronger, larger labor movement and making the Teamsters Union bigger and better than ever.

I, too, want to stand with my friends to build a better and stronger New York and America. Thank you for everything you do for one another and for this nation. Enjoy the convention, enjoy Las Vegas, and God bless you.

(Applause)

THE ANNOUNCER: Ladies and gentlemen, please welcome General Secretary-Treasurer C. Thomas Keegel and Teamsters General President, James P. Hoffa.

(Applause)

...The Convention was called to order at 2:04 p.m., General President Hoffa presiding.

GENERAL PRESIDENT HOFFA: Welcome back from lunch. Nice to see you.

Organizing the competition is critical if we're going to protect the gains that Teamsters have made everywhere at UPS and elsewhere. Fed Ex is our non-union competition and it's Fed Ex we must organize. I would like to call on Secretary-Treasurer of Teamsters Local 63 in Covina, California, Randy Cammack, and Secretary-Treasurer of Teamsters Local 952 in Orange, California, Pat Kelly, to make brief remarks with regard to the Fed Ex resolution.

(Applause)

FED EX

AT-LARGE VICE PRESIDENT CAMMACK: Good afternoon, brothers and sisters. It's a wonderful opportunity for Pat and I to be able to share with you some thoughts about FedEx today. As you know, FedEx, like Overnite — organizing it has a great impact on our UPS members and, what people don't realize, on our DHL.

The part of FedEx that we're going to talk about has an impact, also, on our freight members. As Tyson Johnson said, freight in our organization is the cornerstone, the building block of what we've become over the years.

So organizing in freight — a lot of people don't realize that FedEx has stepped into the freight industry by buying Viking and buying American — Watkins just recently and is becoming a major competitor with our folks. So organizing that is tremendously important.

You heard Bruce Raynor talk about the corporate greed of Fred Smith who owns FedEx and his \$150 million salary and \$150 million in stock options. Today you're going to have the opportunity to hear from FedEx Freight members, some of the ex-Viking folks, who are going to tell you what it's like to work for a company that is competing with our good companies, our good union companies, and the difference and how they feel and why they want to join the Teamsters Union and why it's important to them and to our existing members that we all participate.

The International Small Package Division has a coordinated effort to organize FedEx and FedEx Freight. I know Tyson Johnson and the General President are a hundred percent behind that to back up and shore up with the Overnite card-check agreement. And with this FedEx Freight initiative, we're going to see the direction the freight industry has been turned around 100 percent. I have every confidence as a large freight local that that's going to occur.

Now, they've opened a web site called FedEx.org, if you'd like to key into that sometime and take a look.

But I'd like to now introduce — well, one more thing that I almost forgot. FedEx had a policy for years. It was "People, service and profit." That was their company slogan. Over the last few years they've taken one element out of their slogan, that's people. Now it's simply service and profit, and that's why we have FedEx Freight potential members here today.

With that, I'd like to introduce Pat Kelly.

(Applause)

DELEGATE PAT KELLY, IBT Local 952,

THIRD DAY—AFTERNOON SESSION

Orange, CA: I want to — before I start talking about FedEx, I want to personally thank the entire General Executive Board and our great leadership with Jim Hoffa and Tom Keegel that supported our brothers and sisters, that supported the UFCW in that epic strike in Southern California.

(Applause)

There's one other group that I want to thank, are those that went before us, the retirees and the people that went before the retirees that all paved the way for us to have a decent standard of living. Most of us would have nothing without those people and without the Teamsters Union. So I think we always have to remember the retirees.

(Applause)

But listen to this. We've got some good people here.

(Applause)

We have the people in this room that make the difference, and a lot of them are rank and file, and you know it and we know it and the world needs to know it. We've all experienced the differences that have taken place in the United States since a lot of us joined the union. We're dealing with globalization. We're dealing with deregulation. We have deregulation, we have containerization, we have all these different things going on. And now we're turning the corner in the trucking industry, and there's a lot of brothers and sisters — and you're going to hear from two brothers here today — that are going to help us make the difference.

We have a situation going on where there's a lot of lawsuits against FedEx. There are activities that local unions are doing, there's some wins, there's changes with the Labor Board with respect to the status of owner drivers and the bullshit scam that the government has insisted on having owner drivers that can't organize. I think the clock is ticking and we're going to

move on down the road and we're going to organize up the entire trucking industry. Aren't we?

(Shouts of "Yes" from the delegation.)

Now, I want to say it's my privilege to introduce a couple of guys that I've known for about ten years, we've worked with them. They come out of Viking Freight, they're domiciled in Fontana, California. There are several hundred workers that live there. The first one I want to introduce is a 30-year man, 30-year man who started out a long time ago and he stepped up to the plate, and you're going to hear a little bit of his story. And with great pride I want to introduce you to Cliff Armstrong.

(Applause)

BROTHER CLIFF ARMSTRONG FedEx Freight Worker, Fontana, CA

Good afternoon. My name is Cliff Armstrong and I hope to be a proud member of the Teamsters soon. I work at FedEx Freight, and in October I'll have 30 years in. We tried to become Teamsters in the past when the company was called Viking Freight. I want to become a Teamster at FedEx so that I can have a more secure retirement and a better life.

Right now we have a pathetic pension plan at FedEx Freight. I'm currently out on temporary disability with a bad back. FedEx uses our last five years on the job to calculate our pension, and they use our lowest salary of the five years in the formula. Because I'm on disability, I'll be penalized. They will use this year as the basis of the pension. Plus I won't get a pension until I'm 65, and it will be about \$1,100 a month. We pay about 150 to 200 dollars a month for health care. Seniority means nothing at FedEx Freight. My father-in-law is an ex-Teamster and his pension is far superior. The next time I come to the convention I hope to be a fellow Teamster. Thank you.

(Applause)

BROTHER JOSE NUNOZ
FedEx Worker, Riverside, CA

Good afternoon. It is an honor to be with the brothers and sisters of the International Brotherhood of Teamsters. I am here to represent FedEx Freight and my co-workers. My name is Joe Nunoz, I've worked at FedEx for 19 years, and I join my co-workers in saying that I hope to be a proud Teamster soon.

Speaking of the unfair pension system, I have a co-worker with 34 years on the job who will receive a \$630 monthly pension when he's 65. And also we do not receive retiree health benefits. We do have a 401(k) plan, but that is no guarantee. Just look at the stock last month, I've lost \$11,000 on the stock, and it is not fair that I have to gamble my retirement.

Also, we have an unfair productivity system or work measurements, which means that if you get stuck at a customer's location, it can result in having your hours cut or loss of overtime, or it can lead to having your route abolished. We do have employee handbooks, but they never follow them. Every terminal has its own set of rules so you never know what can happen.

With a Teamsters contract your rights are spelled out. So speaking on behalf of my co-workers, we look forward to joining the Teamsters soon. Thank you, God bless you.

(Applause)

COMMITTEE CO-CHAIRPERSON CAM-MACK: Just one quick comment and I'll ask Brother Kelly to read the resolution. It takes lot of courage for Joe Nunoz and Cliff to come to our membership meetings and talk to our members. But for someone who works for a company like FedEx or UPS Freight, whether they're in freight or the regular package division, to have an employer know that you've gone and spoke at a membership meeting or that they've come here to the convention at great risk to them and their families — when the employer finds out that they were here — you're going to

see not only them but other workers today and tomorrow that have courage beyond belief that people that are attempting to organize have to go through.

So if you would — and if they haven't left the room, could you give them for their courage, and their brothers, the courage they have.

(Standing ovation)

COMMITTEE CO-CHAIRPERSON KELLY: One thing I want to say, Joe is a 19-year man. So we have got the senior people on the city board here, and I'll tell you, it's really inspiring between what we're doing with these folks and the historic event that took place yesterday on card-check recognition. I'll tell you, Brother Johnson said it, Tyson said it, you know where freight is going, it's going with the Teamsters Union, and it's a proud day for me.

(Applause)

I'm going to read this resolution, but I'm going to tell you I'm hoarse because I've been talking to some of the delegates about not squandering our dues, if you know what I'm saying, so you figure that out.

All right. The Federal Express. WHEREAS, FedEx has built its —

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE MIKE STAPLETON, IBT Local 385, Orlando, FL: Mr. Chairman, I'm an elected delegate from 385, a proud Hoffa-Keegel Unity Slate supporter.

I move that we suspend reading of the resolution — everyone has a copy of it — so that we can get into discussion on this resolution, and I'd like to reserve the right to discuss.

GENERAL PRESIDENT HOFFA: Is there a second to dispense with the reading?

Back to 6.

DELEGATE DAVE BAKER, IBT Local 421, Dubuque, IA: Proud delegate for the Hoffa-Keegel Slate. I'd like to second the motion. Also note that I'm from Tom Keegel's Joint Council 32. Thank you.

THIRD DAY—AFTERNOON SESSION

GENERAL PRESIDENT HOFFA: Okay. All those in favor of dispensing with the reading, signify by saying aye.

Anybody opposed?

We're going to dispense with the reading. Now we're going to move on. Why don't you move the acceptance of the resolution.

COMMITTEE CO-CHAIRPERSON KELLY: Yes, Patrick Kelly, Local 952. I'd like to move that we accept this motion to move on.

...The following resolution was discussed by the delegation.

FEDERAL EXPRESS

WHEREAS, FedEx has built its fortune on some of the most anti-worker policies of any major corporation; and

WHEREAS, company statistics show that FedEx's Express Division is also hurting workers by disproportionately placing minority workers in part-time and low-paying positions; and

WHEREAS, California workers are standing up to FedEx Express' discriminatory practices with a lawsuit that has won class-action status; and

WHEREAS, FedEx, through its Ground Division, cynically classifies 14,000 drivers as independent contractors, thus shifting medical, fuel, truck maintenance, workers' compensation, and social security costs onto workers as well as avoiding overtime pay and paid vacation; and

WHEREAS, independent contractor status prevents workers from forming unions; and

WHEREAS, manipulating job classifications threatens workers throughout the entire shipping industry, as it drives down wages and benefits; and

WHEREAS, workers in more than 20 states are fighting back against FedEx Ground's greedy practices, filing class-action lawsuits that demand they be classified as employees,

and seeking unfairly denied back wages; and

WHEREAS, these lawsuits are resulting in damaging findings, with a California court ruling that FedEx Ground drivers should, in fact, be employees; and

WHEREAS, FedEx still refuses to reclassify drivers as employees, and is hiring teams of lawyers to try to maintain the low-road business model;

NOW, THEREFORE, BE IT RESOLVED, that the Teamsters Union will stand alongside the FedEx workers and support their struggle for dignity and fairness at FedEx; and

BE IT FURTHER RESOLVED, that the Teamsters Union and FedEx workers will work in solidarity to secure the rights of all FedEx employees to freely join the Teamsters Union without pressure or intimidation.

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE MIKE STAPLETON, IBT Local 385, Orlando, FL: Mr. Hoffa, I'd like to speak on the motion if I could.

GENERAL PRESIDENT HOFFA: Okay. Give us a second and go ahead.

DELEGATE STAPLETON: Okay. Mr. Hoffa, first I'd like to say I'd like to thank the International for the effort they've made, adding an additional staffer for this FedEx top-to-bottom organization effort. We participated in the nationwide campaign of leafletting and contacting these FedEx ground drivers. The response was overwhelming from these drivers, they wanted to be Teamsters. I've never met a more anxious group. As a matter of fact, they scheduled their own meeting and invited us after that to an additional meeting.

I know that we can succeed in this campaign, and the reason I believe we can succeed in this campaign is what I've heard here for the past two days. I've seen the success with the national campaign with Menlo CSI where we got a National Agreement, and all I had to do and did

THIRD DAY—AFTERNOON SESSION

was go down, sign them up, we're 100 percent, and now they're members.

I saw a national effort, because I was part of that effort, with 1,200 police officers where the International sent scores of organizers down to assist us in that effort, and we were successful there.

I saw another effort on an International contract today where we got UPS to agree to early negotiations, and then another national contract, thanks to national efforts and union member participation, on USF Best Way and on UPS Freight where we have a neutrality agreement, and my members are out there, excited about this potential.

So I know — and I want everyone to support this resolution if you truly believe. I do not want your support if you believe, like the delegate from New York, the wanna be secretary-treasurer on another slate, as she did on Monday — and these transcripts — that brother said we should look at these, he's absolutely right — transcripts where she says on page 106 that — and I quote her, "We can't take on and organize the corporations and we can't mobilize and excite our members to win if we have a top-down structure."

What I've seen for the past two days has proven that to be a lie. We can do it, we've proven we can do it, and I've asked for her to respond. If everything we've seen up here today and the last day and the day before are all untruths and all fictions of our imagination; or she just has a negative attitude, then she needs to be out there at the poker table gambling and not gambling here with our members' future.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE BOB HAHN, IBT Local 952, Orange County, CA: Thank you, Mr. Chairman. I'm president of Teamster Local 952 in Orange County, California, a proud Hoffa delegate. I rise today to speak on behalf of this resolution.

Brothers and sisters, for the last several months we've been handbilling the various FedEx sites in Orange County, and they have come back with an overwhelmingly positive response to our talking to them and handbilling them. The FedEx workers in California and other places across the nation are rising up to the FedEx's illegal practices. They are challenging us at every turn, and they will not stop until they have spent enough money to try to stop us from organizing these employees to become members. It won't be easy.

But I do believe, with the leadership of James Hoffa, Tom Keegel and the guidance from the Small Package Division, and with the cooperation of the locals around this nation, we will be successful.

How great it is that after 16 years of being a UPS employee, a part-time employee and later on as a package driver, and 16 years as being an elected official at Local 952, I can now walk into a UPS facility, and when I take the shots from management and sometimes even from our own members about what are you doing going to do about FedEx, I can say, "Let me tell you what I — let me tell you what we are going to do about FedEx and what we are doing about FedEx."

Brothers and sisters, I'm telling you, this campaign is alive. It has wheels, it has movement. If we keep our shoulders to the wheel we can make it happen. With all your support we will help these FedEx workers gain a voice they have never had before.

I thank you. Go Keegel, go Hoffa. And I move, Mr. Chairman, that we go to a vote in favor of this resolution. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: I agree. I think we should go ahead and vote this. We've had a good discussion.

(Shouts of "Vote" from the delegation.)

All right. Let's go ahead and vote it. All those

in favor of the FedEx Resolution, signify by saying aye.

Anybody opposed?

It passes unanimously.

Okay. We have a brother at mike 2, go ahead.

DELEGATE LEONARD STOEHR, IBT Local 728, Atlanta, GA: Mr. Chairman, I'd like to request a point of personal privilege.

GENERAL PRESIDENT HOFFA: Go ahead.

DELEGATE STOEHR: Mr. Chairman, I'm an ABF road driver. Mr. Chairman, as you know, we've had a lot of slander and assaults on each other's characters flying back and forth in here this week. It seems to me that personal attacks should be kept outside of this convention hall, and I think all of my brothers and sisters agree with me on that.

(Shouts from the delegation.)

Inside this hall we should all treat each other as brothers and sisters.

Mr. Chairman, I'd like to request that we all do union-business and discuss proposals on their merits as unions brothers and sisters —

GENERAL PRESIDENT HOFFA: All right. Keep it down.

DELEGATE STOEHR: — without any further attacks. I think our brothers and sisters deserve no less. Thank you very much.

DHL

GENERAL PRESIDENT HOFFA: Thank you.

(Shouts from the delegation.)

Okay. We're going to move on here.

You know that multinational corporations are successfully pitting workers against workers across the globe, and that's a major reason why we are having to spend so much time and energy holding on to what we've won over the last half century. To combat this, we are taking our fight global. Many of our corporations have contacts with many people that have organized

multinational corporations. DHL is a primary example of this. Working with our international labor partners we are confronting the multinationals and leveling the playing field as we organize and bargain with them.

Here now is a short-news video story about organizing successfully with DHL workers in Youngstown, Ohio.

...A video presentation regarding DHL was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: You know DHL has been one of our biggest efforts that we've made, and we're very proud of the success we've had both with regard to organizing gateways and with regard to organizing ICs across the country. To tell us more about the story, please welcome DHL worker Al Cetina.

(Applause)

BROTHER AL CETINA IBT Local 986

Thank you very much. I am a DHL legacy worker and have been working with DHL for 23 years at the Los Angeles gateway office. I'm proud to say that I'm a Teamster and a shop steward now.

(Applause)

I have the pride and the dignity that I deserve as a Teamster. The 2700 DHL legacy couriers and 500 customer service representatives were non-union. They were all given pink slips and let go. Why? Because they had no protection. When Deutsche Post bought DHL and brought Airborne in, their couriers had the Teamsters Union's protection with a contract and they weren't fired. As a result, the DHL couriers were let go. We saw the writing on the wall, and we knew that we needed security and a contract.

We didn't know what the Teamsters offered but, realized after what happened, what the strength of the union was all about. I educated myself about the Teamsters and what they

offered and how to bring in the union into Los Angeles Gateway. I fought hard to bring the Teamsters in so that we could secure our future with the union.

Jim Hoffa went to Germany and protected the 'Airborne members' jobs and made sure that Deutsche Post would not interfere with the organizing efforts. New York was the first gateway to unionize and we followed soon.

Without the protection of the Teamsters, we may have ended up just like the 1700 couriers that lost their jobs. We didn't want to experience the layoffs that DHL couriers did. It wasn't easy, but we did it.

I am proud to walk across the warehouse knowing that I have the protection of a contract with job security and better pay. For 20 years I walked through that warehouse with no security and no protection. And now I know that the Teamsters Union will always be there for me.

(Applause)

I'd like to thank my DHL friend Stefan Dulac — together we made it happen — 986, Bill Percy; the great leadership of Chris Griswold; the man who taught me dignity and the best organizer in the business, Don Thornsburg.

(Applause)

The IBT's best, Brad Slawson, Sr., a great negotiator who showed me how to make a company attorney cry, Chuck Knight.

(Applause)

Our Freight Director, Tyson Johnson; and the man himself, our General President, Jim Hoffa. Thank you and God bless the Teamsters.

(Standing ovation)

SISTER SUE McCULLEY
IBT Local 377

Good afternoon, brothers and sisters, and all honored guests. My name is Sue McCulley from Local 377 in Youngstown, Ohio, that the piece was just about at CNN.

To me dignity on the job was the most impor-

tant thing that we were fighting for for our negotiations. The original ICC that I worked for, they forced us to work very long hours, like you heard Rick say, sometimes 60, 65 hours with straight time, no paid holidays. Our wages were extremely low, extremely substandard. There was rampant favoritism. Some people got paid for not even showing up for work. They got everything you could imagine if you were a friend of the company, of the owner.

If you had to get a tow in the winter or if your truck broke down, you were told to pay it yourself. And if they had to tow you, there was a good chance that you would be fired.

Paychecks bounced. If you didn't get to the bank first on Friday, you were out of luck.

They collected payments for non-existing health care. People were paying and paying for health care and then when they went to the hospitals, they didn't have it because they were collecting their money and not paying for anything.

I was a Teamster for 27 years before working at DHL, and I immediately realized what having the Teamsters Union backing these workers could mean. I always kind of took for granted my union affiliation. I always had stepped into jobs where it was already organized. I just took it as a matter of fact, this is how you live. When I came to work here, it was like a slap in the face to me, like a dose of reality.

We overwhelmingly voted for the Teamsters in September of 2005. The vote was 42 to 1.

(Applause)

And since the Teamsters have been our representatives, the original ICC has been replaced. They came in, they bought us all new vans, new dollies for — because you had to buy your own dolly before. They got them for all the trucks. So safety right now is not an issue.

We approved our contract just June 5th of 2006. We secured raises across the board, overtime including Saturdays, affordable health care. The Teamsters have changed everything.

We have a good working relationship with this ICC between the union and the company. They bargained in good faith. We now have very open lines of communication.

And I believe with all my heart that because we have so many fellow Teamsters behind us, that we now have the dignity in the workplace. Thank you.

(Standing ovation)

SCOTT WILLIAMS
ABX Aircraft Mechanic

Good afternoon. My name is Scott Williams. I'm an aircraft mechanic at ABX Air, the company formerly known as Airborne Express whose major function is to fly freight for DHL across North America. I've been there for 13 years now, I've been a union organizer there for 13 years now.

I stand here before you today on behalf of over 1200 mechanics and related who hopefully will soon be joining your ranks as Teamsters brothers and sisters.

(Applause)

Let me back up just a minute there. I blew that. Not hopefully, who I know will soon be joining you as brothers and sisters.

(Applause)

There are several reasons we need IBT representation at ABX; but since I don't have a whole lot of time to list all of them, I will just go over a few that affect all of us that we could definitely resolve with a Teamster contract.

First, we do not like the fact that ABX can and does change policies at any time that affect our daily lives and our futures without any input from us, sometimes without even informing us the change has been made. Along the same lines, ABX treats our benefits with the same disregard. About six years ago they made a major change to our retirement plan. They call it "Enhancement 2000," where they made it virtually impossible for any of us to retire before the

age of 67 without taking a major penalty on our pension each year.

Also, we now receive no retirement benefits as far as medical benefits go, and they also quit contributing to our profit sharing at the same time. All, of course, without our say.

Favoritism is a major concern that affects all of our mechanics. Seeing the same faces get profitable out-base recovery missions on our aircraft and going overseas to overlook jobs over there, it gets very old seeing the same people leave all the time on these jobs.

Since the company can change policies at a whim, we are all very concerned that there is no clear, defined layoff policy and no seniority guarantees as we currently have about three different seniorities that the company has within it.

A major buzzword that has come to be of concern to many of us is outsourcing, a favorite cost-cutting measure of just about every airline in the U.S. and the downfall of AMF at Northwest.

Last, but certainly not least, is our pay. While certainly not the worst in the industry, we are far behind what they call the industry standard that our CEO enjoys.

For all of you who hadn't heard of our campaign until now, I would just like to take a few more minutes to let you know where it stands. A little over a year ago I contacted the Airline Division, requested union cards so we could do a drive the old-fashioned way. Shortly thereafter, I received my first house call, one of the first with our company, with Greg Chockley, who explained to me — Greg Chockley who was the same man who just made the house call on the video — who explained to me the way the IBT ran their drives now and we got the ball rolling from there.

Since that time, we have had over 50 organizers from locals all over Ohio and the country helping us with our effort. I have to say that the IBT Organizing Department from Jeff Farmer

THIRD DAY—AFTERNOON SESSION

and everyone else in it is absolutely topnotch. There is not a more friendly, knowledgeable or professional staff anywhere. They have invested thousands of hours knocking on doors, educating and listening to my co-workers, compiling lists and helping us set up a committee so that we may join you as Teamsters and enjoy all the benefits of a Teamster contract.

Through their effort and all the support we have received from the Ohio Conference of Teamsters, including Roger Insprucker, New York Locals 295 and 851, UPS Local 2727, and our own pilots' Local 1224, I just want to thank all of you.

From where we organizers were at ABX six years ago sitting in a friend's garage stuffing envelopes with union cards, to a streamlined professional campaign that I know we will very soon win, all I can say is thank you on behalf of all of my brothers and sisters at ABX.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Al, Sue and Scott. Congratulations on your impressive victories.

German-based DHL is the largest parcel post delivery company in the world. It has sales of over \$60 billion a year and growing and making tremendous profits across the country. DHL is a big, big company.

In the United States, its business model is based on the employment of so-called independent contractors to do their deliveries. That makes organizing very difficult, but it hasn't stopped us, and we're winning organizing campaigns at DHL.

Let's take a look at a video about DHL and see how they operate.

...A video presentation regarding DHL was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. I call on the President of Teamsters Local 295, Lou Calemene, to read the resolution called

"Organizing DHL." That's No. 26 on page 44 of your resolution book.

DELEGATE LOU CALEMINE, IBT Local 295, Valley Stream, NY: Hello, Jim, can I have a moment before I read?

Hello, brothers and sisters. Excuse me for my voice but I've been serenading our brothers up there.

I'm the principal officer and President of Local 295, a proud elected delegate supporting Hoffa and Keegel. Since 19 — no, since 2003, we've been involved with trying to organize the DHL workers in the New York area. It just didn't happen easily. It took all the 295 members, the 851 members, and it took the help and the guidance of President Hoffa, Mr. Keegel, IBT staff, Tom Cornelias from 851, president of Joint Council 16, Gary LaBarbera, Danny Kane, Sr., Danny Kane, Jr., and a special help from Local 804, Brother Howie Redmond, to get this done.

(Applause)

It was with their cooperation.

(Applause)

It's with that whole cooperation from the IBT down to here that this is able to be done. And to watch what it's done for these workers is a great joy for me and all the other 295 workers. We need to do a lot more.

Since we've organized those 350 workers at the gateway, other gateways followed. That first group at the JFK gateway are now in Wilmington, Ohio, as volunteers helping organize the DHL hub with about five to six thousand non-union workers. That's the whole key. That's success. They're proud Teamsters now, and they're out there sacrificing all the time to go out there and continue organizing their fellow workers in DHL.

(Applause)

Over the three years trying to organize and help these workers out, I've got to know them. They want to be unionized. More importantly,

THIRD DAY—AFTERNOON SESSION

they want to be Teamsters. We need to help them. We need to — I'm going to ask you to look at this resolution — if I have to read it — and pass this along to help these workers. And you might have to hear it.

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE DAVE JACOBSEN, IBT Local 174, Tuckwila, WA: Mr. Chairman, I'm a proud Hoffa-Keegel supporter. I'd move to have a motion to dispense the reading. I'd like to make comments on this resolution.

GENERAL PRESIDENT HOFFA: All right. Do we have a second? Mike 2.

DELEGATE ROBERT E. BERNAT, IBT Local 377, Youngstown, OH: Thank you, Mr. Chairman. I'm the Secretary-Treasurer of Teamsters Local 377 and I would second that motion.

GENERAL PRESIDENT HOFFA: All right. We've got a motion and second to dispense with the reading. We're also saving Lou's voice. Save his voice.

Okay. You wanted to speak on it. Go ahead, Brother.

DELEGATE BERNAT: Yes, Mr. Hoffa. I'm a shop steward for DHL and I've been a Teamster member for 16 years. DHL, we would like to have a contract, Master Freight Agreement, across the country from coast to coast to be union just like UPS.

(Applause)

I ask for this resolution to pass overwhelmingly, and I would like to say that we are proud Hoffa supporters, and we beat TDU out of Local 174 in Seattle, Washington. Yeah!

(Standing ovation)

GENERAL PRESIDENT HOFFA: Okay. Very good. Let's move on here.

Okay. We have got a motion and a second to dispense with the reading. All those in favor of dispensing with the reading, signify by saying aye.

Anybody wants to hear it?

None being heard, okay. We've dispensed with the reading, and now we're going to move the resolution.

Okay. 2.

DELEGATE BERNAT: Mr. Chairman, I'd like to call the question.

GENERAL PRESIDENT HOFFA: Call the question. Very good. Okay, we're going to call the question. We have a motion and a second.

Mike 2 for the second.

DELEGATE CHRIS GRISWOLD, IBT Local 986, South El Monte, CA: Mr. Chairman, I'm Vice President of Local 986, a proud Hoffa delegate. I'd like to second the motion to adopt the resolution.

GENERAL PRESIDENT HOFFA: Okay. We have a motion and a second, of the DHL resolution. All those in favor, signify by saying aye.

Anybody opposed?

It's a great resolution; it is passed. Thank you very much. Thank you, Lou, for your help and all the work you've done on DHL.

DELEGATE LOU CALEMINE, IBT Local 295, Valley Stream, NY: Thank you, Jim.

GENERAL PRESIDENT HOFFA: You and Tom have been great, an inspiration to us all.

(Applause)

Mike 3.

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: Mr. Chairman, I guess I should be flattered that people have asked me to speak so many times.

(Shouts from the delegation.)

Do you want to hear me or not? You asked me three times, four times.

(Shouts from the delegation.)

Okay. We shouldn't be wasting our time dealing with personal attacks, but I'm not big on being used as a punching bag. First, you get someone to lie and slander me saying I cut my union's pension when I was the only trustee to vote against cutting benefits in our local.

Then you make a big deal over what I said

about a nomination form and pretend you're upset. Walt, were you planning to vote for Millie?

Then you wait until you know I left the room to get up and trash me again. Your whips all knew because they watch where I go all the time. You may notice — I had four people in two minutes speak against me.

GENERAL PRESIDENT HOFFA: Let her talk, please.

DELEGATE POPE: It's 'getting pretty juvenile. Let's try debating the difficult issues facing our union instead of personal attacks.

GENERAL PRESIDENT HOFFA: Let the sister talk.

DELEGATE POPE: The Election Officer had the paperwork; it was late, so I won't apologize, no. The sister up there said something about taking something out of your purses. Well, I'm addressing it to all the delegates. I think we should be debating the issues and we should have an election and let's get on with it. Thank you.

GENERAL PRESIDENT HOFFA: Thank you. Let's move on.

Our next guest speaker is somebody very, very special to the Teamsters. He comes to us from Germany. I'm the General President of the Teamsters Union, and he's the General President of a great union called Ver.di in Germany. He has done a great job to help us out. He's got a huge union like we do. I want you to know that when we started organizing DHL, he was an ally to us. When we needed help, and we wanted to talk about how do we organize DHL here in the United States, it was Rolf Buttner who helped us out and has been tireless in helping the Teamsters.

He is a very special friend. He's come as our guest from Germany. We really want to hear your message. Let's hear it for Rolf Buttner. Thank you so much for being here.

(Standing ovation)

ROLF BUTTNER

Postal & Logistics Division Director

Ver.di

Dear brothers, dear friends, dear delegates of the 27th Convention of the International Brotherhood of Teamsters. It's a great honor today at the 27th Convention to bring my greetings. I am sending you the best wishes from the international guests at this convention. They are from Australia, from El Salvador, from France, Great Britain, Ireland, Mexico, South Africa, Sweden, and from the Global Union Federation, International Transport Worker Federation, Union Network International, International Union of Food Workers, and Public Service International. Thank you very much to be here in this convention.

(Applause)

I send also the best wishes of the National Executive Board and of the 2.5 million members of the German United Service Union, Ver.di.

I know I speak on behalf of all our members and friends of the Teamsters when I say thank you to General President Jim Hoffa and General Secretary Tom Keegel to be here to this very important convention. And I say thank you for your help and thank you for your solidarity. Thank you very much.

(Applause)

Conventions like this are very important. They are there to unite everybody to set the future of the union work on a secure foundation. They are there to determine jointly the right way to a good future for our members and their families.

Dear General President Hoffa and brothers and sisters and friends, I would like to direct your attention to some things that are in flux. By that, I mean the economic developments in the globalized world. Deregulation and globalization are the terms that face us daily at our work. The changes caused by them happen more and

THIRD DAY—AFTERNOON SESSION

more in the sectors we represent: The postal, the courier, express, and package sector, as well as the freight, logistics and transport sector.

The changes are driven by technological progress in the IT sector. They are driven by lower trade barriers and increasing international flow of goods and production change. The global division of labor continues and, therefore, demand is growing for the service of the big logistic companies, the couriers, the integrators and their international network.

These developments bring opportunities and risk for our sector. Globalization also means, therefore, opportunities and risks for our members. We trade unions have to make sure that the interests of our members are not run over. Our job is to make sure that workers are not pitted against each other by the global division of labor. It's our job to make sure that the winner of the international competition is not the one who offers the worse working conditions, dear friends.

(Applause)

This year, brothers and sisters, cannot become the dominating ideology. We are fighting for fairness and social justice. We don't want bad jobs, we want good jobs. They're what we fight globally, and we fight it together, brothers and sisters.

(Applause)

We say competition is okay, but it must be fair. We want competition for the best product, and we want the best quality. We don't compete for the worst paid and the most exploited workers, brothers and sisters.

(Applause)

That's why we have to confront global company managers with a global united trade union front. This is our work.

(Standing ovation)

Dear brothers and sisters, my union, Ver.di, organized the service sector in Germany. This is a broad field: Finance, retail, public sector,

postal service, logistics, transportation, health care, telecommunication and media, all these are included. Ver.di has about 2.5 million members and is the largest union in Germany. People with more than a thousand different jobs are organized in Ver.di that gives us power and strength. I, myself, I am responsible for the Postal Courier, Express Parcel, Transport and Logistic Division.

In this international industry, a good and trustworthy cooperation has developed between Ver.di and the Teamsters over the last years. And for this, I want to thank you, General President Jim Hoffa, and thank you, General Treasurer Tom Keegel. Thank you for the international solidarity.

(Applause)

Colleagues from the Teamsters came to visit Germany. One of the big logistic firms, DHL, is a German corporation and is organized by Ver.di in Germany. We are 90-percent members in this company.

It was great that a delegation of Teamsters have attended two annual meetings of Deutsche Post WorldNet, the parent company of DHL. It was great that we used this opportunity to exchange your experiences, especially as they concern union rights in both of our countries.

I, too, had an opportunity to visit colleagues at the DHL hub in Wilmington, Ohio. I was able to hear from colleagues about their work conditions and learn about the union work there. I was able to learn about the great work Teamsters Local 1224 does for the pilots. I was able to hear about how wonderfully they receive support from the International in Washington, D.C.

This cooperation, the cooperation between Ver.di and the Teamsters, is very good and it is very important. And I say to you, we want the German company DHL to pay fair wages in the United States. We support you on this, and we will fight and pursue this together hand in hand and shoulder to shoulder.

(Applause)

Based on our cooperation, new energy can develop. We should become pacesetters for trade union work that goes over national borders; jointly under the umbrella of the Global Union Federations UNI and ITF, and our cooperation bears fruit. Together with UNI and ITF we have created an integrated network. It brings unions together that represent employers of the Big Four, which are UPS, DHL, FedEx and TNT. This network shall help us to develop joint strategies on a global scale.

The practical outcome is a joint action day this fall. On November 9, 2006, there will be actions for workers right at the four and the greatest locations around the world. We want all job sites for the Big Four — DHL, UPS, FedEx and TNT — to respect union rights. We want collective bargaining agreement with these companies all over the world; that is our mission.

(Applause)

Dear colleagues, I know that your General President, Jim Hoffa, and I agree when we stand together we can do a lot for our members, here and across the globe. We move forward together and concretely. We want from Ver.di in Germany — we want Teamster members to get collective bargaining agreements from coast to coast at DHL in the United States, and we want the DHL management to fairly deal with the employees and their union. We promise to support you in this struggle. This is where we fight in Germany with you together, dear friends.

(Applause)

Related to this, under the umbrella of ITF and UNI we have discussed a joint plan to organize the large global air hubs. The most simple way is that the union at the company headquarters takes the lead. For UPS and FedEx, that is the Teamsters as the relevant union in the United States. For TNT, our colleagues in the Netherlands and Australia. For DHL, Ver.di in Germany.

Regarding DHL, we have initiated a project that we will try everything to organize the three key DHL air hubs in America, Asia and Europe; Wilmington, Ohio, here in the U.S.; Hong Kong in Asia; and Leipzig in Germany. And together we want to organize Wilmington. And you have my sympathy to organize the pilots and mechanics and the workers in the centers, and we make it together and I bring you my help for this very important work.

(Standing ovation)

And also we learn from the Teamsters, we make an organization campaign in Leipzig, the hub from DHL in Germany. And in the morning time I have a telephone call with our friends in Germany, and I tell you today 95 percent of the workers in Leipzig in Germany by DHL are members of our union today. We are very proud of this. Thank you.

(Applause)

And after this Congress we go to Hong Kong and we want to organize the DHL people — the DHL workers in Hong Kong.

And this fall or next spring we plan a DHL airport conference in Germany, and we want to invite colleagues from the Teamsters. And dear brothers and sisters, I remember the words of a delegate at the last year's UNI Congress in Chicago — he said to all of us, "No matter what company we work, solidarity is the foundation of our basic value and our only chance." And I want to add, colleagues, solidarity gives us strength, and this strength, this energy, we need to strive for a just world, for a life in peace, freedom and social justice.

(Applause)

Dear brothers and sisters, you the participants of this 27th Congress, you have the job to set the course for the future for your union.

And Jim and Tom, when the Teamsters work with Ver.di together, nothing is impossible. And you see, dear friends, this was my first speech in my life in English. Nothing is impossible when unions work together.

THIRD DAY—AFTERNOON SESSION

(Standing ovation)

And I have a dream tonight, but my dream is in German.

(Laughter)

From this Congress, from this convention, we make history in international solidarity, we build a global union. Together we move forward, hand in hand.

I'm proud that Teamsters and Ver.di work together. For this challenge, for all the important talks ahead of you, I wish you strength and success. You can be proud to be a member of such a great union.

I wish you a successful convention and thank you for your attention. And I say solidarity is our strength. Keep the union strength. We work together. Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Rolf.

Isn't he great? I tell you, he's been a big help to us, really opening up a lot of doors that we didn't have when we were organizing.

I'd like to take the opportunity next to welcome other international guests who have traveled from far away as Australia and South Africa to be with us.

Let's welcome them with a big round of applause.

(Applause)

Thank you for joining us in our fight.

SCHOOL BUS CAMPAIGN

GENERAL PRESIDENT HOFFA: Now, to tell us about a promising international campaign to drive up standards for the school bus operators, we have Rick Middleton, Secretary-Treasurer of Teamsters Local 572 in Carson, California. Let's hear it, Rick.

DELEGATE RICK MIDDLETON IBT Local 572, Carson, CA

Good afternoon. Thank you, General President

Hoffa. The Teamsters are committed to running an industry-wide campaign to organize workers in the private school bus industry. We are working with SEIU and the T&G, our brother transport union in the United Kingdom, to drive up the wages, the working conditions for the tens of thousands of school bus drivers and bus aides.

We have targeted First Student as the first company we will organize in this industry. We are beginning a full, strategic campaign to bear on this industry. We will organize on the ground and we will use our political relationships in a global outreach.

General President Hoffa has met with the First Student CEO President Carey Paster, last winter, and he refused to give an inch when it came to the freedom of bus drivers and the intent to form a union. Now we intend to show them the full power of our union.

We have already had success. I am happy to report that in the past couple of months we won elections at First Student in Iowa City and in Baltimore.

(Applause)

But this is just the beginning. We intend to keep beating First Student until it treats school bus drivers and aides and their union right. And after that, we will go on to the next big private bus companies, Durham and Laidlaw.

(Applause)

And until we have organized this core Teamster industry, the private school bus industry is watching our efforts carefully. We are going to hit them hard so that the school bus drivers and aides win the respect and dignity that they deserve. Thank you.

Now, please welcome Rodney Winbush and Denise Taylor from First Student in Baltimore.

(Applause)

BROTHER RODNEY WINBUSH First Student, Baltimore, MD

Again, my name is Rodney Winbush, and this

THIRD DAY—AFTERNOON SESSION

is my co-worker Denise Taylor. We're attendants at First Student in Baltimore.

I want to tell you a story that happened to my co-worker Denise. On May 4th of this year, Destiny, Denise's eight year-old granddaughter, actually went down to the basement to find her grandmother lying there in a diabetic coma hardly breathing, and little Destiny called 911. Denise is a diabetic and she'd been forced to choose between her insulin or supporting herself financially.

First Student is a global company that generates billions of dollars in profits, yet it does not even cover the most basic parts of health care.

On May 31st of this year, Denise Taylor was fired for her union activities. Can you believe that? The fake reason that they give her for termination was because of her absence from work while she was recovering in the hospital.

Now, me, I have epilepsy. In April I had my first seizure that I've had in two years. My medications alone cost me upwards of a thousand dollars a month out of pocket. And First Student doesn't even have a prescription plan that covers this. That's awful.

First Student hired me as an attendant, knowing of my medical condition, but then fired me because of my union activities. But they said, they claimed it was due to my health condition.

On June 1st, I'm proud to announce that we won our election after we voted "yes" for the Teamsters.

(Applause)

And the numbers were outstanding, 145 to 96. First Student fought tooth and nail against us. They attached union letters to our paychecks. They threatened to close down and fire us. They put up a wall of shame and tried to bribe workers. They held captive-audience meetings and individual one-on-one meetings, but it didn't work. We were unbeatable. The more they said no, the more we said yes.

We held together as a Teamsters family. So I

want to thank you, Teamsters, for backing us through the hard times, 100 percent — no, not 100 percent — 500 percent. Thank you for backing us up.

(Applause)

We have learned so much working on this campaign from all who had a part, and the experience was very exhilarating. Thank you from all the Teamsters from Iowa, Pennsylvania, California, Georgia, Illinois, South Carolina, Florida and Arizona, all who came to help us. And most of all, thank you Local 570 in Baltimore, the Secretary-Treasurer, Sean Cedenio; Business Agents Mo Jackson, Rich Brown and Bob Brown, thank you all for all your support.

Next, Denise and I, we're going to be a part of a campaign to do whatever it takes to make First Student respect its workers. We will do whatever it takes to get the job done. So continue to join us.

In the immortal words of our honored Secretary-Treasurer Tom Keegel —

(Rodney Winbush and Denise Taylor jointly responded: "First Student kiss our asses.")

(Standing ovation)

BROTHER MIDDLETON: Thank you. And now please welcome Allison Heady and Michelle Quick from First Student in Iowa City.

(Applause)

SISTER ALLISON HEADY First Student, Iowa City, IA

Good afternoon. I have been a bus driver at the Iowa City First Student location for four years now, and I have an excellent record there as a safe driver, my kids love me, and I've always had decent working relationships with all of the other staff. I was, however, also one of the organizing committee members from the very start because of the many things that I've witnessed over those four years working for the company.

THIRD DAY—AFTERNOON SESSION

Some of the things that I have witnessed happened to my co-workers include buses going unrepaired because management wanted to manufacture a reason to eliminate that driver, such as leaving a speedometer unfixed so that driver might unwittingly speed too much and get a ticket. That's a terminable offense.

I've also seen a corrupt and arcane pay schedule screw my co-workers out of money they were owed. One co-worker was denied rightful overtime; another, a native Columbian, was told that she was earning half what she should have been because — and I quote my manager — her English wasn't that good.

Of our few benefits, I've also seen them go unmentioned, including our 401(k) plan and the flu shot reimbursements.

I've seen corporate discipline structures repeatedly fail my employees. One of our managers was terminated, only after the company finally settled ten outstanding EEOC complaints against him, most of which involved sexual harassment.

Another manager was transferred, not terminated, after our school board got involved with our private subcontracting school bus company and told them they had to get rid of him. These are the reasons we organized, and there are many others that I can't go into because of the time constraints.

Essentially we were tired of getting the crap kicked out of us with steel-toed boots and having no way to turn around and give it back to them.

These are the conditions that led to us striking prior to having representation, prior to even filing for the NLRB election, and they are damn sure the reasons that we won that election. Thank you.

(Applause)

SISTER MICHELLE QUICK
First Student, Iowa City, IA

Hi, we still have a battle before us to negoti-

ate, but now we have all our brothers and sisters behind us, so we're sure that something good is going to happen. So the old adage says, "All it takes is one good person to do nothing for corruption to spread." Well, we're changing that adage to, "It takes all of us to triumph in order to give corruption a black eye." So —

(Applause)

Now, there are a few of us that would like to take the "freedom campaign" on the road and free every First Student location from tyranny and make them Teamsters. Personally, I'd like to send First Student back to Britain, where British workers have told First Student and their other companies that they don't want to be treated like the American workers. So I know we're going to do that with your support. Thank you.

(Applause)

BROTHER MIDDLETON: As you have heard about Denise Taylor who was wrongly terminated while she was in the hospital, as Rodney said, she was there recovering and was terminated.

In addition, our Brother Freddie Sanchez from the BLET on his way to this convention was killed in a car accident. Brother Sanchez was a local chairman of the ATSF Committee on the Burlington Northern Santa Fe Railroad. For that, I ask General President Hoffa — I think you have something to bring to the delegation.

GENERAL PRESIDENT HOFFA: I certainly do, Rick. You know, I had the great opportunity to go to Baltimore to be part of that First Student organizing campaign where Denise Taylor was there, and I heard about the plight of how she had this attack and now she's fired. I also heard the tragic story about Fred Sanchez dying on the way here.

What I'd like to do is, I'd like to pass the hat here amongst all the people here, all the brothers and delegates. What I'm talking about is we're going to pass — I really don't want any locals coming up or anything like that. But what

I'd like to do, is everybody dig into your pocket. We're going to have baskets passed by the sergeants-at-arms. You know, throw in some money there, and we're going to raise enough money out of 1,800 delegates here to really make a difference. We're going to give that money to take care of Denise Taylor. She's got a lot of medical bills, she has her child Destiny. And certainly the Fred Sanchez family must be in complete disarray right now. The money is going to mean a lot to you and we're going to do that for you.

So let's sure we do. Dig deep, let's give them money, throw in a 20, throw in whatever you've got. Let's do it, let's make it happen, let's pass those buckets. We're going to make sure we show them the Teamster heart. And this is really Teamsters helping Teamsters. Thank you very much, Rick. And, Denise, help is on the way.

Mike 4.

DELEGATE BILLIE HAWKINS, IBT Local 614, Pontiac, MI: Yes. I wanted to speak on the school bus campaign. I have been a school bus driver for approximately 33 years. I have been a steward at First Student for the past seven years. I think that this campaign is what we have been looking for for a very long time. I get sent to different locations for two months, three months at a time to help fill in when they don't have drivers. These people are looking for a union. I have called back to my local and said they need a union, they want a union.

Since I've been back from Columbus in October, I've received four phone calls: "What do we do and how can we do it?" It's time to get them altogether and get them into the Teamsters. You've a hell of a lot of people out there that need you, need us.

And please, back us 100 percent.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, thank you very much. Thank you for those comments.

Before our next speaker, I want to get the collection done, so let's just wait a moment.

Mike 2.

VICE PRESIDENT JOHNSON: Mr. Chairman, if I may for a moment. You mentioned earlier this week that retiree Don West was going to be here this week. I saw him a few minutes ago. Don is a retired vice president, as you well know, former Southern Freight Coordinator, and believe it or not, a guy that came up through the ranks. You know, all of us aren't born at the top of the picking order.

But I would really consider it a privilege and an honor if you would recognize Brother West.

GENERAL PRESIDENT HOFFA: Where is Brother Don West?

VICE PRESIDENT JOHNSON: He's in the back with the guests, sir.

GENERAL PRESIDENT HOFFA: Okay, in recognition of Brother Don West, former Vice President, we certainly welcome you to these proceedings. It's an honor to have you here. As you know, earlier we recognized a number of people. I hope we don't miss anybody because we enjoy having you here, and it's certainly important for us to keep up the friendship that we've had over the years. Thank you, thank you, Don.

Let's hear it for him.

(Standing ovation)

Okay, let's have our seats. We've got another great speaker. One of the labor movement's most dynamic leaders today is SEIU General President Andy Stern. He's a person that I've worked with at Change to Win and gotten to know. He and the SEIU have become a close Teamster ally over the last year. He's an affiliate of the Change to Win Federation and a partner out there driving the standards up in the school bus campaign.

He's a tremendous person. His union is growing fast, and we're working together on so many plans. He's part of what makes Change to Win the most dynamic federation.

Let's hear it for a friend of the Teamsters, Andy Stern, President of SEIU. Come on, Andy.
(Standing ovation)

ANDY STERN
President, SEIU

Good afternoon. You out there?

Good afternoon. First of all, Jim, let me tell you how much I appreciate those very kind words for me and our union. But after ten years of being President of SEIU, I think I understand like you do, that what makes our union so great is that there are so many members and so many leaders and so many courageous workers like Denise Taylor and the workers from FedEx, who have had the courage to try to join our great unions against all odds.

I want to tell you the story of Clara Vargas, someone Jim was fortunate enough to meet. Clara is a maintenance worker for a large national employer at the University of Miami, the largest employer in the private sector in all of South Florida.

All of us see those gleaming condos and those trendy restaurants in Miami, yet Miami is the third poorest city in America. Clara's worked at the University of Miami for seven years and she makes \$6.50 an hour.

When I first saw Clara, she was trying to organize her co-workers. I said to her, "Clara, when was the last time you got a raise?" She smiled, she said, "President Stern, I got a raise last year." I said, "How much, Clara?" She said, "Seven cents an hour."

I said, "What about the year before?" She said, "I got a four-cent-an-hour raise," at a university with a billion-dollar endowment, with a president named Donna Shalala, a former Clinton cabinet member, who says she believes in universal health care. Her own gardener at the presidential residence has no teeth because he can't afford his own health care with a union — or have a union at such a powerful institution.

So Clara and her workers began to organize, and they faced the same kind of duress that we heard Denise talk about. And those workers made a very bold choice. Rather than face that intimidation, they went out on strike. After three weeks on strike, Donna Shalala formed a committee to look into the workers' problems.

After three weeks of meetings, their answer was, "You know, these workers don't make enough money here at the University of Miami." So she gave the workers a \$2-an-hour raise, and she gave them employee health care. But she told them they could not have a union.

I've got to tell you, we were scared. That was a lot of money for people making \$6.50 an hour. Those workers voted unanimously to not go back to work.

(Applause)

Even more courageously and heroically, 15 of those workers began a hunger strike. After 11 days, the first three workers were sent to the hospital, one with a stroke, two with liver problems. After 15 days of not eating any food, those courageous workers were all told that they had entered, by their doctors, the danger zone, that their life was at stake; and yet these workers were willing to die for the union.

And then the tide turned when two great leaders, strong fighters for working people, came to Miami. Both of them you heard from today, John Edwards and your great president, Jim Hoffa. Changed their schedule, changed their life.

(Standing ovation)

They walked in the hot sun of Miami, as John Edwards said. They spoke to the leaders in the community. They re-inspired the workers. And not listening to their lawyers, they defied an injunction and marched up to the front door of Donna Shalala's 9,000-square-foot residence and demanded justice for those workers. That's the kind of leadership you have in Jim Hoffa.

(Applause)

THIRD DAY—AFTERNOON SESSION

But it wasn't just Jim Hoffa. Rome Aloise, your great Vice President, followed in the footsteps of Fred Gegare, who told the owners of the office buildings, who employed this national contractor, when there was Teamster money involved, there were not going to be scab contractors and either they threw those contractors out of those buildings or the Teamsters pulled those monies. And that, my friends, my brothers and sisters, settled the strike that won justice for 500 workers.

The Teamsters, to Jim Hoffa, to Rome, to all of you, you are simply the best.

(Standing ovation)

You know, when I was growing up in New Jersey and then as a union rank-and-file member in Pennsylvania, when you said Teamsters, it meant two things: Good jobs and the power to change people's lives. When we saw in Miami the word Teamsters, it still means the same. You are the pride, you are the backbone, you are the courage, you are the leaders of the American labor movement. Never forget who you are, where you came from. You are the Teamsters, power for American workers.

(Standing ovation)

And now our country, our movement needs your help. Our two countries, now joined by the rest of the world, are living through the most profound, the most transformative, the most significant economic revolution in the history of the world.

There's only been three economic revolutions during the life of this planet. The first is when people stopped hunting and gathering and formed villages and communities. It took 3,000 years and we called it the Agricultural Revolution.

The second economic revolution in American history was when people left those farms and went to factories. They left the rural and went to the urban. That was the Industrial Revolution. It took 300 years.

This Economic Revolution, the one we and our children and our grandchildren are now living through, as we change from an industrial and agricultural to a service and a transportation, finance and knowledge economy, and from a national to an international economy, is only going to take 30 years.

No single generation of people on this planet have ever experienced so much change in such a short time. We know what this new global economy has meant for workers. John Edwards and Jim Hoffa have told you well. Now we can see the new outlines, our future that we need to confront. And as we heard from Rolf, it's a very different kind of future.

First of all, our employers are global. They're no longer national employers, American employers. They salute no flag but their own corporate logo. They worship no God but the almighty dollar.

And the second thing we know is that the world has become flat. All of a sudden with the Internet, with worldwide logistics, with new technologies, employers have worldwide hiring halls. They roam the earth seeking the cheapest labor. The truth is, "Workers of the world, unite," can't be just a slogan, as Rolf and Jim have said. It has to be our new way of life.

We created global trade, global finance, global companies but we created no institution in this world to regulate the behavior of global corporations, and we now see what they're up to. Of the hundred largest economies in the world, 52 are corporations and only 48 are actually countries. We live in a world where companies, not countries, are making the rules of this new global economy.

We just heard about it in the school bus area. Look at this chart. I never thought I'd see the day when my kid gets driven to school in a little yellow school bus owned by a multinational corporation. National Express, First Group, Laidlaw, gobbling up the public sector and cre-

THIRD DAY—AFTERNOON SESSION

ating a multinational global corporation. Those workers and employers don't give a damn about anything but their balance sheet. We heard from Denise, we read it on the screen. These workers care only about their bottom line.

All of us who thought, well, maybe these European companies, companies coming to our country, would bring a tamer form of capitalism, should read this handbook. The top is the handbook of First Student that they give out in the U.K. talking about developing strong partnerships with our trade unions both local and national levels, leading to working across a range of issues. And then we see on the bottom their attitude in the United States. First Student will vigorously oppose any attempt by a union organizer to organize their employees. And they mean business. These are the signs they hung outside the yards as all of our organizing drives began.

But I'm so proud today to say that our unions, the Teamsters, SEIU and the T&G over in the U.K. have now all come together, just like Rolf said for DHL, because "Workers of the world, unite" is not just a slogan, but now it's a way of action and organizing. It's about our future.

The good news is the Teamsters get it. While too many unions have put their heads in the sand and thought they could get by alone, the Teamsters at DHL, the Teamster at Quebecor, the Teamsters at First Student, the Teamsters in food processing are leading the way. You should be proud of the progress, you should be proud of the leadership. You should be proud of the vision of your leaders to take this union global where we really could change workers lives. Thank you to the Teamsters.

(Applause)

Now I want to just play you a short video to add on to what Denise and the other workers talk about that brings home — "Workers of the world, unite" is now just a way of life in our unions. Play the video, please.

...A video regarding "Workers of the World, Unite," was shown to the delegation.

(Applause)

BROTHER STERN: We began this campaign in 2004, but I must admit despite the pride in my own union, this campaign only took off in 2005 with the arrival of the Teamsters. It was the Teamsters that won the election in Baltimore.

(Applause)

It was the Teamsters at the Change to Win Convention that announced that we were going to England, and we were going to collect 250,000 shares of stock to qualify to put a resolution at the shareholders meeting over in Europe. The Teamsters became a shareholder themselves. Along with the T&G and the workers in England, today we're going to send bus drivers from the Teamsters to represent us over in the U.K. But they're not going to have 250,000 shares of stock, we have collected 1.7 million shares of stock, and we're going to tell this company we want unions now in America and around the world.

(Standing ovation)

Don't mess with the Teamsters!

Don't mess with the Teamsters!

Don't mess with the Teamsters!

(Standing ovation)

Let me end by saying this: Our two unions are the two largest unions in all of North America. We've changed our unions, we've created a federation. We've changed this labor movement. And I honestly believe when the history books are written about this era of the labor movement, that it will say this: That one of the darkest hours for workers in America, when things looked bleak for our children and our grandchildren, two unions, two great unions, the Teamsters and SEIU, had the courage to change, had the courage to make work pay, had the courage to campaign for justice, not just in the U.S. but around the world. Because of their

courage, they brought the American Dream back alive. They brought respect to the union movement back alive, and they made America the country we all can be proud of.

Thank you very much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Andy.

TRIBUTE TO GILBERTO SOTO

GENERAL PRESIDENT HOFFA: What we are seeing today is our future. Our global alliances are an important part of our work today. Our international allies make it possible for us to organize and better win contracts at the local level. Unfortunately, our international work has forced us to confront the ugly realities of what it's like for a trade unionist in countries where you put your life on the line to be a union leader. As you know, undoubtedly, now, the Teamsters Port Division representative, Gilberto Soto, gave his life for our workers to have the right to take collective action as they went about their business to join our Teamsters Union.

On November 5, 2004, during a trip to meet with trade union leaders in Central America, Gilberto Soto stopped off to visit his mother in El Salvador and was gunned down, murdered. Gilberto was killed for his union work, and we are keeping his memory alive. We look forward, together with our friends all over the world, to complete the work that Gilberto started.

Gilberto's murder has strengthened our resolve to bring union representation to port workers. Let's have a moment of silence and remember Gilberto.

...A moment of silence was observed by the delegation in memory of Gilberto Soto.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you.

Mike 2.

PORT ORGANIZING

VICE PRESIDENT SANTANGELO: Mr. Chairman, I'm a Hoffa-Keegel supporter. In Los Angeles and Long Beach, the largest ports in America, we are surely and slowly organizing port drivers. At this particular time with the leadership of our Port Director, Chuck Mack, who is doing a wonderful job, we have been out there, Miguel Lopez and Bob Blanchet. We have now joined with the Change to Win people in Long Beach and LA ports whereby we have now the majority of the city council who are pro-union, and also the newly elected mayor of the City of Long Beach.

So I want everyone here to know that it is coming right around the corner, the magnificent job the Port Division is doing and Change to Win in the largest port in the country. We're going to be there. I think we're going to be there before January 2007 where we will have some 15,000 truck drivers in the Teamsters Union. Thank you, Mr. Chairman.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Jimmy. Thank you very much.

As most of you know, we've launched an aggressive campaign called Justice Port Workers. We're going to bring justice to these more than 100,000 owner-operator drivers who are hauling containers at our ports. These drivers are the most exploited truck drivers in the country, and they work in a super-growth industry. Turn your attention to the video screen to learn more about the truck drivers who are at the ports who we're trying to organize.

...A video on justice for port workers was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. I'd like to introduce Alexis Parredes, a port worker from Newark, New Jersey, to tell his story about working at the ports.

(Applause)

ALEXIS PARREDES
Port Worker, Newark, NJ

Good evening, ladies and gentlemen. My name is Alexis Parredes. I arrived to United States 15 years ago looking for the American Dream. I've been working in the industry, trucking industry, for around eight years. I joined the Teamsters fight five years already. I got the pleasure to know Gilberto Soto — rest in peace. The reason why I'm here tonight is to concrete — or to let you know that the video you saw make you witness the treatment of around 7,000 drivers in the area of New Jersey and New York are going through.

It's 100,000 drivers through the whole United States that can become part of the fight, can become Teamsters. I mean, we can still grow, we can go forward. That's our intentions. We have problems in the ports such as steamship lines abusing the situation, taking advantage of the situation, together with the port authority abusing of the drivers. We're becoming targets just because we stand with our beliefs of defending our rights. We're human beings.

Just look at me as one more member of your community. I wanted to fight, I wanted to grow, just like you guys do. It's strange to see in the United States still abuses — thousands of people being abused in all the industries. But now I would like to ask you something for those people who believe in God and Jesus — I mean, He was a revolutionary. He came to the world, He saw everything was messed up. He give an example. He say He's the roadway we have to follow.

Thank you for giving me the chance to express myself, and keep on going strong.

Thank you very much.

(Applause)

...Brother Lerro addressed the delegation in Spanish.

SANDRO LERRO
Port Driver, Miami, FL

My name is Sandro Lerro. I've been a port driver for about eleven years, six of those years in Port New Jersey, five in Miami.

I'm Cuban. Like most of the Cuban community in Miami, I'm a Republican; don't hate me. I voted for Mr. Bush. That's my president. I'm sorry. I know.

(Laughter)

Seventeen hundred of the drivers in Miami, they're also Republicans; they voted for Mr. Bush. I'm going to take this opportunity to give Mr. Bush a message from all 1700 drivers in Miami that voted for him.

"Fuck you very much," (indicating) and thanks for nothing."

(Standing ovation)

Thank you. Thank you.

I just have to let it out of my system. Whew!

"Fuck you, Bush."

Let me tell you something: How can Mr. Bush sit in the White House and tell us our ports are secure? Come on, port security, my ass, man. I go into the Port of Miami every day, in and out, in and out of the Port of Miami and Port Everglades in Fort Lauderdale. Listen, any of you could go in my truck and I'll bring you inside the Port of Miami. They tell you you need a Port ID. Yeah, I have a port ID. I show it from my truck. I show it to the Port Security. They don't check my cab. They don't know what I have in my cab.

You know. So I tell you, Mr. Bush, write this down — or then again, have somebody write it down for you because you're a little stupid, you know?

(Laughter)

(786)402-7809. That's my phone number. When you go to Miami, Mr. Bush, give me a call, right? I'm going to put you in my truck, I'm going to bring you right through the gates of the Port of Miami, and you can bring one of

those weapons of mass destruction that you found in Iraq, and you can plant it in Miami Port and blow up the whole place.

(Standing ovation)

Thank you. That's our port security right there.

Like I said, we are 1700 port drivers in Miami. Listen, we're ready. We want a union. We already picked our union; we want the Teamsters. You know?

(Applause)

Listen to me, we have the unity, you have the union. Come and get us.

(Standing ovation)

PATRICIA LEE

Port Worker

Alrighty, how you friends doing out there? I want to tell you a little bit about my life story. I started back in the Port of Oakland driving for my brother in 1989. I learned how to drive down in the piers. We was in business about a year and a half. He wasn't making no money; he gave me the truck. Wasn't that great, the money ain't that good for us. So I ran that truck for myself, felt good about it. I worked for myself about four years. That truck broke me down so bad, I was so broke, I had to park the truck, sell the truck.

I got another job in 1993 for Keep on Trucking hauling containers out the pier. I get on that freeway and I'm hauling ass; I'm hustling. I had no medical for my kids, single mom with three kids. And if I can turn them loads quick as I could in nine hours, I still would have had me \$14 an hour. So I'm hauling ass out there, doing what I got to do. They couldn't go to the doctor or anything.

So finally, after four years still at that same pay rate, I left that company. Went over to J.B. Hunt. Boy, I thought I was doing it. J.B. Hunt is a big company, lot of drivers. I drove for J.B. Hunt and everything was going fine, so I thought — until I hurt my shoulder. I was the

Driver of the Year, local Driver of the Year 2001. That same year I tore up my rotator cuff; them bastards fired me. They had nothing else to say. They was through with me. They used word "terminated," but what's the difference? They fired my tail.

So then, my brother was telling me — I fooled around with a lot of other jobs. My brother said, "Call Bob Blanchet. The port is trying to do something. The Teamsters are trying to come in the port. Call Bob and see what's going on."

I called Bob and he told me about this new Port Campaign. So he said I'd be called. So I was waiting for it. I went over there, and — with a company, brand new company, the first dray company in 22 years hauling containers out the Port of Oakland called Meritech. So I went over there and we tried it. We've been working for two months now.

But what I have to say, 17 hard years I've been in the business, and I finally became a Teamster. It took me 30 days, but I'm here now. Thirty days, after 17 years, I am a Teamster and I'm proud of it. I'm proud. Seventeen years I've been hustling. I'm here now, though. I'm here.

(Standing ovation)

So I really came. I was invited. I wanted to meet Chuck Mack, I want to thank Bob Blanchet, I want to thank the President, President Hoffa. Hey, thanks a lot guys. God bless you, and have a good one. Thank you.

(Standing ovation)

UNIDENTIFIED DELEGATE: You go, girl!

GENERAL PRESIDENT HOFFA: Thank you. Isn't that great?

Organizing our ports, our port drivers, has been one of our priorities, we're working hard on it. Now we've got Port Division Director Chuck Mack, also our Western Region Vice President, who's heading up this program. He's harnessing the power of our members from different departments to make sure this is a Teamster success.

THIRD DAY—AFTERNOON SESSION

Let's tell the story, Chuck.

(Applause)

VICE PRESIDENT MACK: Thank you very, very much. Thank you, Mr. Chairman. I want to thank Alexis, I want to thank Pat, and I want to thank Sandro for coming to Las Vegas and sharing their stories and sharing their enthusiasm. That kind of enthusiasm and the stories and the problems and the fact that port drivers are the most exploited truck drivers in this country is the reason that we're committed to bringing social and economic justice and a contract for port drivers across the country.

(Applause)

I want to thank so many of our local leaders, local unions in the port areas, our joint council leaders, our rank-and-file members who have come out to the many rallies and demonstrations that have been called oftentimes on very short notice. But every time that call's gone out, you've been there. You've supported it, you've given your time and, in some cases, your resources. And I want to say on behalf of the Port Division and our representatives, thank you very, very much.

(Applause)

I also want to acknowledge and thank and recognize our Secretary-Treasurer Tom Keegel and our General President Jim Hoffa. They have continued to support and put resources into this program. The reason they've done it is not because of any dues return, because outside of Meritech, we have precious few people that we've organized. We have got plans, and we've made some significant progress; but they've supported it with the resources of this organization because they believe in it, they believe that we need to have fair treatment, equality, opportunity and economic justice for port drivers. So they've committed the resources to this organization to do the right thing. That is absolutely outstanding on their part.

Thank you very much, Tom. Thank you, Jim.

(Applause)

The biggest problem in organizing port drivers has been the independent contractor status. It creates problems under the Sherman Antitrust Act. Two drivers come together and start bargaining, ironically enough, they're in violation of antitrust law and could be held liable and the organization, the Teamsters, if we're organizing them and cause any action that would disrupt the operations in the port, we, too, could be liable. So we have been wrestling with that problem for a significant period of time. We think now with the support we've received from Change to Win — because we've been brought into the Change to Win program — they now have brought resources to port driver organizing. They've identified it as one of their programs.

We have resources and we have talent, and we have changed the model. Yes, we'll continue to organize at the grassroots level, talking to drivers on a regular basis. But we also intend to use the political power that we have as an organization to make change in the model and within the system.

What we're proposing to do is to use a concept that was adopted by HERE/UNITE at airports across the country for the concessions that are in those airports. We're talking about using that same concept in the ports and port areas. It would be a concessionaire-type arrangement with trucking companies that would come into the port. But there would be some standards and qualifications for companies that operate in those port areas.

One, people would not be independent contractors, they would have to be employees; and two, there would have to be labor peace. Now, labor peace means neutrality. It means card check. It means recognition of the union that represents the workers. It means safe equipment. It puts standards for equipment and it puts standards for pollution to make sure that trucks

that operate in the port areas are doing so in an as environmentally friendly way as we can do it.

Those would be the standards. And we have been calling on ports, we have been calling on stakeholders in this industry talking about the problem.

Finally, there's a recognition generally that this whole truck-driver system is a broken system and that it needs to be fixed. And there's a recognition, too, that the Teamsters have a solution. We've got an answer to some of these problems. We've got a solution to the driver shortage. We've got a solution that will raise the rates so drivers and companies can afford to buy newer and environmentally friendly trucks. We've got a solution to deal with the problem of port security, a solution to protect the public from overweight containers and poor chassis. And we have a solution. It's the Teamster solution with the Teamsters Union and Teamster drivers and a Teamsters contract.

And now, Mr. Chairman, I'd like to introduce a resolution on "Port Organizing" that has been introduced, and it's in the booklet that you have on resolutions.

In the interest of time, I would suggest that the resolution not be read. It's in the booklet, the delegates can refer to it. And I would make a motion that it be adopted.

...Vice President Mack presented the following:

PORT ORGANIZING

WHEREAS, trade volumes are expected to double at North American ports during the next seven years, leading to tens of thousands of new jobs for intermodal container truck drivers; and

WHEREAS, the Teamsters are engaged in a broad-based, innovative campaign to organize the 100,000 port drivers who play a critical role in global trade; and

WHEREAS, Teamster drivers once hauled containers in and out of ports and rail terminals,

but deregulation caused the industry to be dominated first by nonunion motor carriers and more recently by owner-drivers who are misclassified as "independent contractors;" and

WHEREAS, port drivers are among the most exploited truck drivers in the United States, Puerto Rico, and Canada. They earn an average of \$7 to \$8 an hour, often work more than 12 hours a day, receive no benefits, and are forced to perform other work for free; and

WHEREAS, port drivers operate in an underground economy that undermines standards the Union has achieved and defended for decades. These standards made truck driving a respected profession and a pathway to the middle class; and

WHEREAS, an organized port driver workforce would produce the added social benefits of improving port productivity, reducing driver turnover, protecting national security, and significantly limiting the pollution of older trucks; and

WHEREAS, successfully organizing port drivers could lead to organizing victories throughout the entire logistics supply chain, including warehouses and distribution centers; and

WHEREAS, the Teamsters Port Campaign will provide knowledge and insight that will help organize other workers who are similarly misclassified as "independent contractors;"

NOW, THEREFORE, BE IT RESOLVED, that the International Brotherhood of Teamsters, its Joint Councils, and Locals, commit to assisting the organizing of drivers in our maritime ports and rail terminals. Such assistance would include participating in rallies, demonstrations, driver outreach, legislative initiatives, and training programs for drivers; and

BE IT FURTHER RESOLVED, that this twenty-seventh convention of the Teamsters recognizes that the traditional NLRB route is not going to work for unionizing port drivers, and

THIRD DAY—AFTERNOON SESSION

that instead we need to embrace alternative approaches to guarantee these drivers their right to choose union representation; and

FINALLY, BE IT RESOLVED, that because shippers and ocean carriers are multinational corporations operating in ports around the globe, the Teamsters will continue to promote solidarity with labor unions and federations in other countries.

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE ROGER INSPRUCKER, IBT Local 114, Cincinnati, OH: Mr. Chairman, I'm a proud Hoffa-Keegel-Cheryl Johnson delegate. I move — second to adopt the resolutions.

GENERAL PRESIDENT HOFFA: Okay. We have a motion and a second with regard to the "Port Organizing" resolution. Any discussion?

All those in favor, signify by saying aye.

Anybody opposed?

The resolution is adopted. Thank you, Chuck.
(Applause)

Our power in North America is very much tied to our ability to work across the borders with our great friends to the north, Teamsters Canada. They produced the following video that I would like you all to watch.

...A video presentation regarding Teamsters Canada was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: What a great video.

You know, Teamsters Canada is the fastest growing region in our entire union. They are growing faster than any other area and it's because of a very special person and our great leadership up there.

The next speaker you're going to hear is Teamster Canada President Bob Bouvier, who is leading the fight to make sure that Canada grows and that we have great relationships between our two great countries. We work together constantly and have a great relation-

ship. He's a guiding force with regard to making sure that we have economic justice on both sides of the border.

Let's hear from our good friend, Teamsters Canada President Bob Bouvier.

(Standing ovation)

BOB BOUVIER

President, Teamsters Canada

Thank you. Thank you, General President Hoffa. It's always an honor and a pleasure to be able to address this great convention.

I want to bring you news today. This year, 2006, is the 100th anniversary of the Teamsters being in Canada. So for those that thought that we've just been around for a few years, the Teamsters have been in Canada since 1906, and it all started in Lethbridge, Alberta, a hundred years ago.

(Applause)

Since those 100 years, we have created great unity amongst our two countries. We have made sure that equality and work — the workers would be treated equally on both sides of the border. And a hundred years later, Teamster Canada represents 125,000 workers in Canada. That is a 25-percent growth over the last five years.

(Applause)

I want to say that these are not the accomplishments of Bob Bouvier whatsoever. In Canada, we always work as a team and nobody can do any kind of success like this without having great people, great local union leaders, great joint councils, great Vice Presidents working with me and a great group of people that are dedicated to this great International Union; and that's the only reason why we've got success. Nobody is strong enough to get anywhere without a great group of people and the great help that we get from all our local unions.

Let me talk to you about a couple of victories we've had. As you can see, since 9/11 airport

security has become quite important across North America. Well, the Teamsters in Canada have already organized about 3,000 airport screeners at different airports in Canada, including our major airports, Toronto, Calgary and some other airports across the country. We are now one of the major unions in airport screening in Canada.

We also won great battles in Manitoba where we've got 1500 casino workers that left their Canadian-based union to join a strong Canadian and International Union like the Teamsters.

We also organized Stock Workers, which is a great company you guys are dealing with in the U.S. Totally anti-union but we finally got them to their knees not too long ago in Toronto and signed a contract for 500 members in Toronto.

We also chartered a new construction local in my own province of Quebec about seven months ago. It's almost up to a thousand members by this time.

We also had the great mergers with our brothers and sisters of the Graphic Communications, Brotherhood of Maintenance of Way, and the Locomotive Engineers that brought us also some growth. We can say that in the last five years we grew about 15,000 members from natural growth of just organizing, and also had the chance and the privilege of welcoming 10,000 new members from those mergers.

(Applause)

The reason that we've been able to accomplish these things goes back to 2001. In 2001, when all this Sovereignty Agreement came together, with the vision of the General President, unanimously this convention acknowledged the difference that we have between the two countries as far as laws are concerned, the way we do things on each side of the border, and acknowledging that we have to have our operation in Canada while remaining a strong bond with the International Union, and all living under the same Constitution. There's

no different Constitution in Canada. And we managed to accomplish that.

I want to applaud you today for giving us this great opportunity to be able to run our show in Canada and to be able to be part of this great International Union and maintain our strong bond.

(Standing ovation)

Thank you. There were some doubts out there in 2001, some people, might have been a scheme for the Teamsters in Canada to break away. For those that thought that, I can tell them exactly what Tom would tell you, they can all kiss my ass.

(Laughter)

It's a great quote, Tom.

That was not the reason. The reason was simple: We needed to have our own structure to do our own lobbying, which we do successfully now with full lobbying on our Hill. We have to have our own education and all the things that we needed to operate. And also to convince the Canadian workers of the importance of being part of an international union.

Global economy is not a U.S. thing, it's not a Canadian thing, it's a worldwide thing. If corporations have thought prior to us that they've got to go worldwide, I think in Canada and the U.S. would have thought that a long time ago since we've got a hundred-year bond between the two countries.

It's important that we have good contracts in Canada. Some of these companies you deal with — UPS, they're in Canada — whether it be Pepsi, Coke, Budweiser, or if you're fighting with Quebecor — well, Quebecor's home office is in Montreal; it's a worldwide company now. You're dealing with them in the U.S. and we're dealing with them in Canada. They're just as bad on our side of the border as they are on your side of the border.

A lot of people thought that's what our goal was, to just disaffiliate from this International

THIRD DAY—AFTERNOON SESSION

Union. That was totally wrong, because somebody had a vision in all this. Our General President had a vision. Our General Secretary-Treasurer had a vision. Our Executive Board had a vision, knowing that some other unions that did not recognize the Canadian flag lost their members in Canada. Didn't stop them from organizing but lost their members and weakened the strength of the labor movement and forgetting the basic thing, that we exist to represent workers on both sides of the border and while we're maintaining standards of employment on either side of the border, we're securing our job either in the U.S. or Canada, and we're very grateful for that.

Again, I want to thank the General President, the General Secretary-Treasurer in 2001 to have the foresight and the vision. It's been a proud honor for me and our Canadian members to work in this great Executive Board. We're looking forward to go even further in our negotiations — not our negotiations but our work together to make sure that the next convention we won't be 125,000 but we'll exceed 150- or 160- because, by golly, we've got to do exactly like you're doing and we've got to grow and grow again.

There's no secret to this game, because I've been a member of this organization for 30 years and a principal and an officer of my local. The only way we can survive in the labor movement is keep on organizing. We've got to go out there and fight it.

I've heard so many reasons why we can't do it, but, by golly, I've heard for the last week like I've never heard before in a convention of this International Union, that we talk about the basic thing which is organize the unorganized.

Again, I would like to bring you at this time a couple of my representatives. First of all, Mr. Don McGill from Joint Council 36 in British Columbia that represents the workers in BC, a member of my Executive Board and one of the

great advocates that managed to get our Sovereignty Agreement.

Mr. McGill.

(Applause)

DELEGATE DON MCGILL, IBT Local 213, Vancouver, BC, CAN: Thank you, President Bouvier.

You just heard the General President introduce our President, Bob Bouvier, the President of Teamsters Canada. One of the reasons we're the fastest growing region in this International, you can see on the podium, is his enthusiasm and his drive. He makes sure that we all are part of that.

Five short years ago at our International Convention held here in Las Vegas, our General President Hoffa — President Hoffa showed the leadership and foresight in negotiating the Canadian Sovereignty Agreement. The Canadian agreement recognizes the distinct national characteristics of Canada. I understand at this convention there's over a thousand new delegates that have never attended a Teamsters Convention before.

For those delegates who weren't at the 2001 Convention, I'd like to review a few key points and the effects the Canadian agreement has had.

You, the delegates, as President Bouvier stated at the 2001 Convention, designated Teamsters Canada as our national representative for all Canadian Teamsters.

You recognized our country's distinct French and English cultures and heritages, each with his own constitutionally-protected historic and linguistic traditions. For this we thank you, the delegates and General President Hoffa, who showed the wisdom and the foresight by enshrining a unique structure for Teamsters Canada in our International Constitution, the Sovereignty Agreement.

Since the Canadian Amendment was adopted in 2001, we continue to see other internationals in Canada lose membership and others talk of

separation from their international unions, that is, all except for Teamsters in Canada. Under the leadership of President Bob Bouvier, we have seen Canadian membership grow in all sectors. This is no small feat, considering the diversity of our country's distinct French and English culture. We have seen under the leadership of President Bouvier successful engagement in Teamsters legislative and political action on a national level in our country, which have benefited not just Teamster members but all Canadians.

Teamster members in the United States and Canada will continue to benefit from the centralized policymaking existing in both our countries. We will continue to deal with corporate and political events that transcend our national borders.

In solidarity, on behalf of the Canadian Teamster members, we thank you for supporting the Canadian Resolution. And again, as I stated at our last convention, Teamster members in Canada will never, ever separate from this, our great International Union. And thank you.

(Applause)

VICE PRESIDENT BOUVIER: Now, let me introduce to you Brother Larry McDonald, President of Joint Council 52 and President of Local 938 in Toronto, Ontario.

BROTHER LARRY McDONALD

**President, Local 938, Toronto, ON, Canada
President, Joint Council 52**

Thank you, President Bouvier. And I guess when you're the last speaker on such an important subject, one could just say ditto. But I do have something to say. Bob Bouvier, first I'd like to say thank you. And I'd like to thank General President Hoffa and General Secretary-Treasurer Keegel and the entire General Executive Board for making this decision and bringing it forth and bringing it to light in 2001.

I have been a long-time person who believes

that we in the Teamsters could do something like this where we didn't have to get into a big fight or threaten separation. When people asked me and I had people ask me this: "Why should we do this?" And I simply said, "Because we can, we are Teamsters, and we know how to do this."

It's also saying something that General President Hoffa said to me in Toronto one day, he said, "You know, Toronto has always been an important area, Ontario has always been important. It's a neighbor." And I thought about that. There's a saying that says, "Good boundaries make good neighbors." And I believe that.

The IBT has taken this adage much further by acknowledging the boundary and the unique relationship that exists between the United States and Canada in the form of this sovereignty. Because of this forward thinking and progressive policies of our leadership, Canadian Teamsters no longer feel divided by a boundary, but united by a cause, and it's the Teamsters cause.

For me, sovereignty signifies what we've been talking about here all week. We've heard so many people say why they wanted to join the Teamsters Union. They wanted to join the Teamsters Union because they wanted respect. Well, having lived in both countries, I can tell you I have the utmost respect for the United States and what you stand for. And when you recognize a country's sovereignty and you recognize that country, you showed the greatest respect to all the Teamsters in Canada, and I thank you for that. Thank you.

(Applause)

VICE PRESIDENT BOUVIER: Now I want to deal with a little bit of the other side of sovereignty, just to say a couple things. Sovereignty is important to Canadians, it's important to get that respect, it's important to be an equal partner in this union, which we feel we are. But then it helps us organize. You've heard of the numbers,

THIRD DAY—AFTERNOON SESSION

and I could just tell you it wasn't a month ago when Vice President Fraser and I sat with a group, a Canadian group — they're large, they're very large, about 13,000 members, and they spoke to us about coming to the Teamsters and why they should come to the Teamsters, and they were concerned. And with great pride we both talked to them about our sovereignty and about the respect we have and about how important it is belonging to a large, international union.

And I'm going to jump from there and tell you a couple just little stories. When I went into 938, there had been a lot of trouble in 938, it was very weak, very disorganized and the employers thought they could really take advantage of us, and they tried.

Pepsi was the first corporate giant that stood up and thought they were going to kick the crap out of 938. Well, I tell you, they didn't want to bargain with us in good faith, and I told them — I warned them not to do this, but then they wanted to strike, so we hit the street.

The first phone call I made was to Jack Cipriani and Dave Laughton, and it didn't take them very long to organize and get their Brewery Conference people talking. I tell you, the help that they gave us, the strength that they gave us and what they put together, we kicked Pepsi's ass and we ended that strike in ten days.

(Applause)

You know, just one other little story, too. We had a company called Integris Metal headquartered in Minneapolis, Minnesota. Yes, it belonged to Local 120, our Secretary-Treasurer's local. We had our members on strike for 17 weeks and they wouldn't give up. They tried to take health care away from them. They tried to take all these benefits away that they had for years and years.

I made a phone call to President Bouvier, who relayed that to the International. And Tom Keegel sent Brad Slawson, Sr., gave me a call

and said, "I think we can help you." And we made arrangements — he came up, he came down on a Friday night, he gave up his weekend, and I'll tell you, two o'clock Sunday morning we had the best damn agreement you've ever seen with Integris Metal.

(Applause)

We're also joined in talking about the school bus. I seen First Student. We're in 938 organizing and Local 879 and Local 91 in Ontario, and we're organizing the school bus industry, and we won an election against — we call it Stock in Canada, but it's Durham. We won an election, 460 members. They said we wouldn't get an agreement. We got an agreement, one of the best in the school bus industry. And we're still out organizing.

And we reach across the border, hands across the border with your Strategic Campaign people and your Organizing Department, and we work jointly on those things.

That's the other side, the important side of having your sovereignty and your respect, having that bond and being able to reach out and being part of such a great International Union.

When we meet with other international or national unions who are affiliated to international unions, they're surprised and they can't figure out how we achieved what we achieved. And again, I tell them we achieved it because we're Teamsters, that's why we achieved it.

(Applause)

Brothers and sisters, I believe the path is chartered and we're on course, and enjoy the journey into the future.

If I had one thing that I could give to my American brothers and sisters to pay you back for what you've done for us — and I know Bob Bouvier and Brother McGill would join me in this, we would give you our Canadian universal health care because you deserve it and you need it. Thank you very much.

(Applause)

VICE PRESIDENT BOUVIER: Delegates, we have a resolution on page 41 on "International Unity," and I would recommend that we accept this resolution without going through the reading, and I would need a second.

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE RICK ASHDOWN, IBT Local 979, Winnipeg, MB, CAN: I'm the Secretary-Treasurer and principal officer of Local 979, a proud Canadian Teamster. Our local has supported the Jim Hoffa-Tom Keegel Slate from the beginning, Jim, you know that.

I am proud to second this motion, and thank the delegates for the 2001 support, and join me in supporting this resolution again, please. Thank you.

(Applause)

...The following resolution is presented for vote.

RESOLUTION ON INTERNATIONAL UNITY

WHEREAS, the delegates to the 2001 International Convention officially acknowledged the partnership that exists between the IBT and Teamsters Canada by adopting the "Sovereignty Amendment" to the International Constitution; and

WHEREAS, the partnership whereby the IBT and Teamsters Canada collaborate across the border between our two countries is unprecedented in the Labour Movement; and

WHEREAS, our partnership has created a strong bond of unity and mutual support among Teamster Local Unions and their membership in the U.S. and Canada; and

WHEREAS, our bond of unity and mutual support has enabled the Teamsters Union to win important victories on both sides of the border, including organizing the unorganized and forging historic mergers with other International Unions such as the Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of

Way Employees and the Graphic Communications International Union; and

WHEREAS, our bond of unity and mutual support has strengthened the Teamsters Union in our continued battle against multinational corporations, unfair trade agreements, and anti-worker legislation that threatens the well-being of our members and their families on both sides of the border; and

WHEREAS, our bond of unity and mutual support has helped to give the Teamsters Union a leadership role in revitalizing the Labour Movement in our two countries;

NOW, THEREFORE, BE IT RESOLVED, that the delegates to this twenty-seventh International Convention reaffirm, and rededicate ourselves to further strengthening, the bond of unity and mutual support between the IBT and Teamsters Canada that is at the heart of our identity as a great International Union.

GENERAL PRESIDENT HOFFA: Okay. I'm going to call the question. This is the resolution on "International Unity." You ready? All those in favor, signify by saying aye.

Anybody opposed?

The resolution is passed.

Thank you, Bob Bouvier.

Mike 2.

VICE PRESIDENT SANTANGELO: Mr. Chairman, point of privilege. Down the street there are 25 of the most magnificent trucks on the U.S. highway. They are our Teamster trucks. Tomorrow morning, with the help of the principal officer of Local 14, Gary Mauger, we got permission and a police escort to move our trucks down the street. The media will be there. And I am asking that all the delegates, alternates and guests, if they would get on the sidewalk on Las Vegas Boulevard at eight o'clock in the morning, we will be able to show America what we're all about.

(Applause)

THIRD DAY—MORNING SESSION

I would ask, since this is the first time this International Union has ever done this — I would ask that the principals of the local unions and the joint councils to have their drivers there tomorrow morning at 7:00 a.m. to parade at 8:00 a.m.

Now, the down part of this is addressed to the General Secretary-Treasurer. The sheriff said — Tom, the sheriff said —

(Laughter)

— that we have to pay for four motorcycle officers. So I say, "Brother, can you lend me a dime?"

(Laughter)

GENERAL SECRETARY-TREASURER KEEGEL: I thought Joint Council 42 had a hell of a lot of money.

VICE PRESIDENT SANTANGELO: You see, I knew you were going to say that, Mr. General Secretary-Treasurer. That's why I asked for the dime.

GENERAL SECRETARY-TREASURER KEEGEL: You got the dime, Brother.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. We are an International Union and all of our work in the international arena is rooted in what we have been able to achieve for Teamsters in the U.S., Canada and Puerto Rico. Without a firm base in our own countries, our global campaigns would meet with little success. Teamsters are a power in Puerto Rico. We have significant organizing victories there, and we're growing very, very strong in Puerto Rico. Joining us now to talk about what's happening in the beautiful island of Puerto Rico is the Secretary-Treasurer of Teamsters Local 901 of Puerto Rico, German Vazquez. Come on up here, German.

(Applause)

...The following speakers addressed the delegation in Spanish and the following is the English translation:

GERMÁN VÁZQUEZ

Local 901, San Juan, Puerto Rico

Good afternoon Teamster brothers and sisters:

I want you to know how proud I feel on seeing my flag flying next to yours and listening to our respective national anthems.

And that reminds me that thousands of miles from here, there is a small but beautiful island called Puerto Rico, where Local 901 is located along with its 5,000 worker members who, just like all of you, are proud to be Teamsters.

I myself have been a Teamster for 33 years, and the principal officer for Local 901 since 2001. In the time since I took over the reins at the local, the local has grown in every way possible.

Our Local has achieved an economic strength that is without precedent, and its members are more active than ever.

Local 901 has been recognized, awarded and honored for its organizing. In fact, over the past four years, Local 901 has organized more workers than in the previous 30 years. Chief among our considerable organizing achievements are the following:

Virtually all of the country's truckers.

The new mass transit system (*Tren Urbano*).

All solid waste collection companies.

All parcel delivery and express delivery (courier) companies, with the exception of FedEx.

Puerto Rico's new Convention Center.

Sears, and other companies.

Regarding truck drivers, we must recognize the assistance provided by Teamsters General President Jimmy Hoffa, who placed at our disposal all the necessary resources to halt implementation of an insurance plan that would have bankrupted truckers.

This significant intervention by Mr. Hoffa led to the creation of what we in Puerto Rico call the Council of Dock Unions, which is made up

of the longshoreman's and other unions, including the Teamsters. Needless to say, the Council is presided over by our Union.

The Puerto Rican Teamsters Union has always been a strong union, but never as strong as it is now. We are respected more than ever, due in great measure to the unconditional support provided to us by the International Union.

We all remember the headlines last summer that spread across the entire world: "The Teamsters Union, with its permanent assembly, completely paralyzed the entire country." "Truckers ceased to work, operations on the country's docks came to a stop, gasoline supplies were depleted and the economy came to a complete halt."

We Teamsters literally paralyzed the country.

With our actions, we were able to ensure that agreements were reached with a number of different government agencies in order to bring labor justice to thousands of truckers. Various island agencies all found themselves forced to sit down and negotiate with the Teamsters.

Fair freight rates were negotiated, along with the cancellation of tickets issued to truckers for defects in truck chassis that did not belong to them, but rather to steamship companies, as well as projects to improve infrastructure on the docks and other initiatives.

The enormous power that Local 901 has achieved in Puerto Rico extends well beyond labor issues to encompass matters of considerable social significance. During the government crisis that erupted in Puerto Rico and forced the government to shut down for the first two weeks of May 2006, the entire country wondered, when will the Teamsters step in to resolve this problem? When will the Teamsters get involved so that this matter can be put to rest? Although we Teamsters do not represent public employees, our contribution to resolving this problem that affected an entire people was crucial.

First, we worked on the proposals submitted

to the Government and to the legislature by the organized labor sector with a view toward putting an end to the crisis.

We then provided moral, logistical and labor support to our sister unions, particularly those belonging to "Change to Win."

On Friday of the first week of the crisis, Puerto Rican civil society took to the streets in a march called "Puerto Rico Shouts!" but not without first requesting assistance from the Teamsters Union. Our Local managed all logistical concerns and obtained all the required permits. It was the biggest march in the history of the island, and it was the Teamsters who made it possible.

On Friday of the second week of the crisis, the labor sector marched. Teamsters filled the Capitol, and filled the capital city of San Juan with more than 1,500 trucks. And that very weekend, the crisis was resolved, with the Governor and the Legislative Branch reaching an agreement.

All of these achievements, all of this growth and all of this power have not happened by accident. Rather, they are all the result of a number of factors.

First of all, as I mentioned earlier, there is the support provided to us by the International Brotherhood of Teamsters and its General President, Jimmy Hoffa. Mr. Hoffa's visit to Puerto Rico in 2004 was of considerable assistance in reinvigorating the active participation by Unión members.

Secondly, there is the hard work that has been carried out by myself and my work team.

Third, but no less important, is the fact that the Puerto Rico Teamsters Union has firmly established itself as a union for workers, which that does not now, nor ever will, answer to any political party or movement, much less to any interest, no matter how large or how small, that is not in the interest of social and labor justice for workers.

Thank you very much and may the All Powerful bless you all.

LUZ DELIA PEREZ
Director of Organizing
Local 901, San Juan, Puerto Rico

Hello, Teamsters brothers and sisters. I am Luz Pérez, Director for Organizing for Local Union 901 in Puerto Rico. For me it is an honor to work with the most strong and powerful union in the world.

To work in organizing and achieve growth in our local union has been and is a daily challenge. But *Sí se puede* (it can be done), by having the support of the local board, in particular of Secretary-Treasurer Germán Vázquez and José Ayala, our President (What a great duo!). Also, by always having the unconditional support of the IBT, in particular the IBT Organizing Department and the IBT Research Department, giving us contacts, some bilingual, that have always been supporting us, such as Jeff Farmer, Chuck Mack, Mike Hogan and Claudia Galloway. In addition, I want to thank the solidarity of the Hispanic Caucus.

In addition, we have been able to create an incredible team of voluntary organizers that include retirees, active members and their families. Many times we have been at 2:00 a.m. at the entrance of a landfill, at a port, or in front of a factory and then they have to go to their regular jobs at UPS or CROWLEY. Thanks to all of them we have been able and will continue to be able to organize more Teamsters members. Some of these voluntary organizers are here, Pizarro, Rosario, Marrero and many more that use their free time to orient and organize new members and they deserve and I ask you to give them a round of applause (APPLAUSE).

Thanks to all of you Teamsters for working hard to achieve a better world. God Bless The Teamsters!!!

JOEL SIERRA
Dockworker
Local 901, San Juan, Puerto Rico

Warm greetings to all the Teamster brothers

and sisters here today and especially to my fellow Puerto Ricans from Local 901. My name is Joel Sierra, and I'm a dockworker at Crowley Liner Services in San Juan and a Teamster through and through.

It's a privilege to be here today.

Before I became a Teamster, I had a long series of jobs where I suffered abuses and injustices from the anti-worker bosses who exploited us.

I want to share with you my first experience and one that's had the most lasting effect on me.

I've worked to help my family ever since I was very young because I come from a low-income family. At age 18 I had completed my studies as a Refrigeration and Home Appliance Technician and began working with Sears. Then my father was diagnosed with cancer. Since I was the only boy in the family, I had to take the reins in order to help my father. I needed to get a permanent position at Sears to help my family.

After I had worked for 40 hours a week for three months, my supervisor told me to go to the Human Resources office. Naively, I began to celebrate because I thought that after the three excellent evaluations I had received I would be made a permanent employee. A very courteous young man asked me my name and when I answered, he handed me a new work schedule. Unbelievably, after having worked 40 hours a week for three months, my work schedule had been reduced to 15 hours per week and my route had been exchanged for work inside the shop.

That was one of the saddest days in my young life, but my father's illness meant that I had to accept it. This and many other experiences have raised my awareness of the labor situation and led me to search for information on the rights of the working class in Puerto Rico. To my surprise, I found a sad reality: the working class was suffering constant abuse on the part of anti-worker employers.

One day I visited my uncle and I told him what had happened. My uncle, a dockworker for 30 years, told me about the Teamsters.

Believe me. After that visit I wouldn't leave my uncle's house. I begged him to please help me get a job with his company.

Thanks to Secretary Treasurer Germán Vázquez and President José L. Ayala of Local 901 of Puerto Rico, I got the chance. For three years now I've been represented by the most prestigious union on our island, the Teamsters. I've enjoyed the benefits of being a Teamster. I've seen how a real unionized shop is organized and I've seen true unity. This unity has motivated me to commit to fighting to improve the working conditions of our labor class.

I urge you all to continue, with God's help, the arduous work of organizing shops to strengthen our unity and our capacity to represent, proudly and with dignity, the working class of the world. I'll end with this short saying: "Nothing is achieved without first fighting a battle."

May God continue blessing you. Thank you very much and remember: Workers united will never be defeated.

ALEXIS RODRIGUEZ.

Local 901, San Juan, Puerto Rico

Good afternoon brothers and sisters. I am Alexis Rodriguez, and I work on the docks of Puerto Rico. I am a proud member of Local 901 in San Juan.

I joined the labor force at a very young age, as I am the child of a single mother and at that time I felt I had to work to help my mother. At work, I suffered abuse, lack of respect and all types of indignations because my bosses wanted to make money at all costs, even at the cost of the health, safety and lives of the workers.

I watched my mother lose her slender figure, I saw her lose her eyesight little by little and her overall health. I also saw her black hair turn

white and her body become stooped under the relentless yoke of the sewing machine in the garment industry (she worked for Playtex), with abusive work quotas, deplorable working conditions and a salary that did not match the conditions. And that's not all: there was no pension when she retired, there was no retirement plan, there wasn't even a "thank you." Today my mother lives on social security with all its failure and on what I can help her with.

My father's story was similar. He was a construction worker and the job cost him his back, he earned meager wages, worked under subhuman conditions, without even a medical plan. My father died and never received social security, because in those times it was easy for the bosses to avoid paying social security premiums and construction workers had to choose between having a job without social security and not working at all.

This is still the situation for the vast majority of workers in Puerto Rico today. Only a small fraction of the island's workers are organized. The government just closes its eyes to it, no matter which party is in office.

Now I have all the benefits and privileges of being a Teamster. I now feel deep in my heart that I must do something to bring justice to the workers of Puerto Rico, to do justice to my parents and to myself. I feel I must be, and all of us here must be, instruments of social justice and labor justice for all those who do not have the good fortune and blessing of being a Teamster. Being organized is good, but being a Teamster, that's the big leagues.

This is one of the many reasons why I feel committed to the workers movement in general. Another important reason is for my children, because as a witness to the real world in which unorganized workers live, my worst nightmare would be to see any of my children as the victims of an abusive and exploitative employer. Everyone wants the best for their children,

THIRD DAY—MORNING SESSION

wants to them to be able to study and be professionals, but we never know what their actual future will be. This is why it's all of our responsibility to forge a worthy future for our children and the coming generations. So I believe that the future of our children and of the next generations depends on our generation, because what our generation does and achieves in the workers movement today will determine the workers movement of tomorrow. I know that I'm doing what I should and I invite each one of us to do our part.

Today I can tell you that with each new shop we organize I am filled with pride and feel I am saving lives. Nothing gives me greater satisfaction than the feeling I get when I see new members, because I know they've begun to enjoy a different world, a world of justice in every sense.

Two years ago, our president, Jimmy Hoffa, gave us an incentive to organize because we were the Local that organized the most new members. This incentive gave us more and better tools to work with. Today we thank him and tell him that these actions encourage us to believe that these resources are being utilized as efficiently as possible and we also thank those who have looked to Puerto Rico and recognized our efforts for workers.

Thank you for allowing me to express myself. God bless the workers. God bless the Teamsters. God bless Puerto Rico and God bless America.

GENERAL PRESIDENT HOFFA: Gracias.

Well, as you know, we have to vote. Let's see, I have an announcement before the recess. There will be a brief meeting for Sysco locals at 6:00 p.m. at Las Vegas I in the South Tower at Bally's. That's Las Vegas I in the South Tower at Bally's.

Now, you know we have to vote between 5:00 and 7:00. Now it's time for us to recess. Those 17 guys that didn't vote, you better vote this time. Okay. Everybody go vote. Nobody misses.

SECRETARY-TREASURER KEEGEL: I don't know if anybody heard that. Unfortunately, it was on the monitor wrong. I've been informed the Sysco meeting is tomorrow.

(The Convention was recessed at 5:01 p.m., to reconvene on Thursday, June 29, 2006, at 9:00 a.m.)